

UNC Charlotte  
Department of Languages and Culture Studies

Proposal  
Description of Eligibility Criteria for Appointment to the Graduate Faculty

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I. REGULAR GRADUATE FACULTY

A recommendation for initial appointment or reappointment to graduate faculty status in the Department of Languages and Culture Studies responds to the Departmental commitment to excellence in best serving the needs of its graduate students in terms of graduate-level teaching, guiding graduate student development, and directing graduate research, all of which represent the graduate faculty member as a well-rounded, active role model for the students of the program. Initial appointments are for a period of three years and are based on potential for future accomplishments. Reappointments are for a period of five years and are based on a record of accomplishment.

1. EDUCATION. All members of the graduate faculty shall hold the terminal degree awarded in their field.

2. PROFESSIONAL DEVELOPMENT: PUBLISHED SCHOLARSHIP OR APPROPRIATE CREATIVE WORK. All members of the graduate faculty shall have a demonstrated record of refereed publication of scholarly or appropriate creative work since their last review for graduate faculty status. This includes the following examples of types or categories of publication.

- A book or monograph published or reviewed and accepted for publication by a reputable publisher or edited book which includes a contribution (introduction or essay) by the editor, and published by a reputable publisher. The terms book and monograph include, but are not limited to, scholarly or critical works, textbooks, book-length translations, and creative works.

or

- A minimum of three of any of the following, in any combination: articles, essays in refereed journals or refereed e-journals, chapters in books, translations in refereed journals, refereed proceedings, substantive and documented consulting work in the faculty member's area of expertise, or the production of discipline related materials, e.g., videos and computer software, that are refereed and for use beyond the Department.

To say that a professional activity has been reviewed, refereed, or the equivalent means that it has been evaluated by peers, professionals, and beneficiaries beyond the immediate

Department, and that the activity engages issues of significance and/or utility in the field. Such activity reflects a graduate faculty member's direct involvement in the broader marketplace of ideas and applications pertinent to one's scholarly work and signifies that one's contributions to an area of scholarly inquiry or to an area of creative endeavor are substantial and are being recognized as such.

3. TEACHING. All members of the graduate faculty shall have been actively involved since their last review with graduate education in the Department, College, or University. Involvement may include teaching graduate-credit courses, directing theses, advising graduate students, serving on graduate program committees, or governance of graduate programs.

Teaching and graduate program service are to be evaluated using data and information derived from sources similar to those used to evaluate undergraduate faculty. These sources may include, but are not limited to, student evaluations, student written comments, peer evaluations, curriculum development, and service record.

Oversight of the graduate faculty criteria is the responsibility of the Languages and Culture Studies Graduate Program Advisory Committee, the Graduate Program Director, and the Chair of the Department.

## II. ASSOCIATE GRADUATE FACULTY

- A. Appointment must respond to an identified need in the Department for instruction at the graduate level.
- B. Faculty must have a Ph.D. or equivalent terminal degree, or be professionals who are exemplary practitioners in a discipline.
- C. Faculty member must demonstrate ongoing professional development (3 or above on annual reviews in the category of Professional Development).
- D. Appointment is for three years and not renewable, unless warranted by extraordinary circumstances.
- E. Faculty are non-voting *Ex officio* members of the Department's Graduate Faculty.
- F. Faculty may serve on an exam committee or a thesis committee as a reader but may not direct a thesis or chair an exam committee.

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