

## **Appendix A: Definition of Satisfactory for TFR Statement**

In response to the changes in the Tenured Faculty Review procedures, the Department of World Languages and Cultures have proposed the following definitions of “*satisfactory*” for Tenured Faculty Reviews.

- **Research:** There is evidence of an active research profile and the candidate has made acceptable contributions in one or more topic areas.
- **Teaching:** The candidate has made acceptable contributions in the areas of course instruction, curriculum / program development, and student advising and mentoring.
- **Service:** The candidate has made acceptable contributions in the area of service, defined as a minimum requirement of two service activities per teaching year.

These definitions are the same or modeled after the definitions of “*effective*” in the current Retention, Promotion, and Tenure (RPT) statement.

The Tenure-line faculty in the department approved the proposed language with a vote of 26 yes, 0 no, and 4 absent.

### ***Approvals (via email):***

Department Chair: January 21, 2025

College Dean: January 27, 2025

Senate Faculty Review Standards Committee: January 29, 2025

Senior Vice President Designee: January 29, 2025