

## Part II, Standard 5. Scholarship: Research, Creative and Professional Activity



Kingsley O. Harbor Presenting at the Spring 2010 Oxford Round Table, Oxford University, Oxford, England

### Executive summary (optional).

As already stated, faculty annual evaluation in the College of Education and Professional Studies and in the Department of Communication is based on three major criteria, one of which is research, creative and/or professional activity. From the time of employment, a faculty member is made aware of the importance of this to promotion, tenure, and merit raises in Jacksonville State University. Because our department comprises faculty with a terminal degree and others with a master's degree and extensive professional experience, we adopt a broad definition of scholarship that takes into consideration faculty members' professional as well as scholarly specializations.

To emphasize the importance of research, creative and/or professional activity, the department supports faculty presentation at professional conferences by paying for the total cost of conferences. We also pay for the total cost of membership in professional organizations. Further, we assign fewer course loads to faculty in order to facilitate research, creative and/or professional activities.

To foster a climate that supports intellectual curiosity, we host and participate in several annual programs that bring distinguished professionals and intellectuals to campus to lecture and interact with our students, faculty, and staff. For instance, we host the Ayers Lecture Series annually; we host the Communication Week annually; and we participate in *The Anniston Star's* Community Journalism Week, when it is held. These provide significant intellectual stimulation for both the academic and the external communities within our area. Details of all these activities are provided in the report that follows.

**Please respond to each of the following instructions:**

**1. Describe the institution's mission regarding scholarship by faculty and the unit's policies for achieving that mission.**

As a teaching institution, Jacksonville State University places most emphasis on teaching effectiveness, but she also understands that pedagogy must be cushioned with scholarship in order for it to be factual, reflective of contemporary knowledge-evolution, and effective. JSU's goal #3—"Increase student and faculty participation in research and service activities"—attests to this mission (*JSU Faculty Handbook*, 2013, p. 11).

JSU promotes scholarship in several ways. It offers different financial incentives—travel and self-improvement grants for faculty to present papers at conferences, research grants for faculty to develop and conduct their research—and holds an annual faculty research award forum where faculty members who have presented a scholarly research and/or published a peer-reviewed research during that year are recognized.

Furthermore, the College of Education and Professional Studies (CEPS), the home of the Department of Communication, provides a more specific definition of scholarship and the criteria to guide its accomplishment. These are clearly spelled out in the college's faculty evaluation instrument as well as well as in its promotion and tenure documents. For example, promotion from assistant to associate professor requires a "sustained scholarship with a minimum of five (5) major scholarly activities, to include at least three (3) publications." Major scholarly activities are defined as a refereed journal publication, or book chapter with the faculty member as the first author on at least one journal article; or a book published by a refereed press; or a substantial monetary grant that provides a significant contribution to the field; or two refereed scholarly presentations. These same scholarship requirements apply to faculty seeking tenure. For those seeking promotion from associate to full professor, there are similar scholarship requirements, but with some higher level differentiation requiring six major scholarly activities to include at least four (4) publications. (See the section on research in [Appendix II.4.3. "Faculty Expectations in Teaching, Research, and Service"](#)).

To achieve this scholarship mission, the Department of Communication subscribes to the college's scholarship requirement and holds its faculty accountable for this during annual faculty evaluation. It (the department) goes further to support faculty in accomplishing this goal by (1) paying faculty members' annual (professional organization) membership dues, and (2) paying for faculty members' expenses to present papers at professional meetings.

**2. Define the group of faculty whose work is included in this section and state time restrictions used to incorporate activities of faculty who were not employed by the unit during all of the previous six years (for example, new faculty and retired faculty).**

Our department has not lost any full-time faculty member in the past six years from fall 2007 to May 2013, but has added two new faculty members—Dr. J. Patrick McGrail, assistant professor of broadcasting, and Mr. Chris Waddle, the Ayers Chair of journalism—although the latter left at the end of May, 2013.

Because of our faculty’s varying backgrounds, our definition of scholarship—traditional research (or scholarship of discovery, as it is often termed) or creative activities (scholarship of application)—is broad, thus making accommodation for both categories of faculty colleagues. Faculty members with terminal degrees (Ph.D.) are expected to engage in the scholarship of discovery, while those with extensive professional experience engage in the scholarship of application. Details of all faculty members’ status—including their ranks and periods of tenure—are shown in the table below.

<b>Full-time faculty</b>	<b>Rank</b>	<b>Period of tenure here in the past six years (2007 - 2013)</b>	<b>Scholarship-type</b>
Mr. Jerry Chandler	Asst. Prof.	2007 – 2013	Creative Activities
Dr. J. Patrick McGrail	Asst. Prof.	2008 – 2013	Traditional
Dr. Augustine Ihator	Professor	2007 – 2013	Traditional
Dr. Jeffrey B. Hedrick	Asst. Prof.	2007 – 2013	Traditional
Mr. Chris Waddle*	Ayers Chair	2008 – 2013	Creative Activities
Dr. Kingsley O. Harbor	Prof. & Dept. head	2007 – 2013	Traditional

  

<b>Part-time/Adjunct faculty</b>	<b>Rank</b>	<b>Period of tenure</b>
Ms. Pam Hill	Instructor	2011 - 2013
Ms. Anita Stiefel	Instructor	2011 - 2013
Mr. Mike Stedham	Mgr., student media	2007 – 2013

*\* Mr. Waddle separated from the university at the end of his 2012-2013 contract (i.e., at the end of May, 2013), thus, the Ayers Chair’s position is currently vacant.*

**3. Using the grid that follows, provide counts of the unit's productivity in scholarship for the past six years by activity, first for the unit as a whole and then for individuals broken down by academic rank. The grid should capture relevant activity by all full-time faculty. Provide the total number of individuals in each rank in place of the XX. Adapt the grid to best reflect institutional mission and unit policies and provide a brief narrative.**

Scholarship, Research, Creative and Professional Activities	By Unit *	By Individuals				Totals (5)
		Full Professors (2)	Associate Professors (0)	Assistant Professors (3)	Other Faculty** (XX)	
Awards and Honors	19	8+4		4+2+1		5
Grants Received Internal	3	3				1
Grants Received External	2	2				1
Scholarly Books, Sole- or Co-authored						
Textbooks, Sole- or Co-authored						
Books Edited	1			1		1
Book Chapters	2			2		1
Monographs						
Articles in Refereed Journals	8	2		6		2
Refereed Conference Papers	24	6+4		13+1		4
Invited Academic Papers	3	2		1		2
Encyclopedia Entries						
Book Reviews	5	3		2		2
Articles in Non-refereed Publications	>200			>200		1
Juried Creative Works						
Non-juried Creative Works	2			2		1
Other (specified)	8			3***+5****		2

\*Co-authored work should be counted as a single publication in the unit totals, however if, for example, two members of the faculty are co-authors on the same journal article, it would be reported as a publication for both authors.

\*\*Includes all full-time faculty who do not hold listed ranks, such as instructors and others on term appointments. Many faculty in this category may hold teaching appointments without significant scholarship, research or creative requirements.

\*\*\* Chandler's 3 appearances on National Geographic Channel as aviation journalism expert

\*\*\*\* Hedrick's 5 annual (2008-2012) coordination/management of health fairs at various sites in Jacksonville, Oxford, and Anniston

**4. List the scholarly, research, creative and professional activities of each member of the full-time faculty in the past six years. Please provide a full list; do not refer team members to faculty vitae for this information. (Full-time faculty refers to those defined as such by the unit.) If including faculty who have since left the unit, please note.**

The six-year period in consideration here is from 2007-2008 to 2012-2013, and, as the table in instruction #2 above shows, most of the full-time faculty members listed here cover that period. The two scholarship categories described above—discovery and application—are reflected in the list that follows.

**Assistant Professor Jerry G. Chandler (M.A.)**

***Creative Activities***

2008- Contributing editor, Overhaul & Maintenance Magazine; contributing editor Business Travel Executive Magazine; North American Correspondent, Cheapflights.com; writer, Air Transport World.  
2009- Contributing editor, Overhaul & Maintenance Magazine; contributing editor, Business Travel Executive Magazine; writer, Air Transport World.  
2010- Contributing editor, Overhaul & Maintenance Magazine; contributing editor, Business Travel Executive Magazine; writer Air Transport World.  
2011- Contributing editor, Overhaul & Maintenance Magazine; contributing editor, Business Travel Executive Magazine; writer, Air Transport World; writer-on-assignment (medical news) for VFW Magazine.  
2012- Contributing editor, Overhaul & Maintenance Magazine; contributing editor, Business Travel Executive Magazine; contributing editor, Business Traveler Magazine; writer-on-assignment (medical news) for VFW Magazine; writer, Cheapflights.com.  
2013-Writer, Aviation Week MRO Edition; contributing editor, Business Travel Executive Magazine; contributing editor, Business Traveler Magazine; technology and safety editor, Airline Ratings.com; writer-on-assignment (medical news), VFW Magazine.  
In the past 25 years, Professor Chandler has written more than 2,000 articles, consulted for three screenplays, and published two books. The citations below are a *partial* recent sampling:

- ‘Attila Arrives,’ Aviation Week & Space Technology, January 14, 2013, pp. 42 - 43;  
‘Parts Trend or Transition?,’ Aviation Week & Space Technology, December 17, 2012, pp. MRO10 – MRO12.  
‘Rural Health Care Realities: There No Place Like Home,’ November/December VFW Magazine, pp. 40 – 42.  
‘Moscow Airports,’ Business Travel Executive Magazine, November 2012, pp. 12 – 14.  
‘A Class of Their Own,’ Business Traveler Magazine, November 2012, pp. 30 – 33.  
‘Dubai Airport,’ Business Travel Executive Magazine, October 2012, pp. 12 – 14.  
‘I Pledge Allegiance,’ Business Travel Executive Magazine, July 2012, pp. 28 – 30.  
‘Tokyo Haneda International Airport,’ Business Traveler Magazine, July/August 2012, pp. 52 – 56.  
‘Competitive Weave,’ Overhaul & Maintenance Magazine, April 2012, pp. 35 – 37.  
‘Johannesburg O.R.Tambo International,’ Business Traveler Magazine, April 2012, pp. 54 – 57.  
‘Paris Charles de Gaulle,’ Business traveler Magazine, March 2012, pp. 54 – 56.  
‘Las Vegas McCarran,’ Business Traveler Magazine, February 2012, pp. 54 – 57.  
‘Customs Challenges,’ Overhaul & Maintenance Magazine, November 2011, pp. 34 – 36.  
‘Calgary International,’ Business Travel Executive Magazine, June 2011, pp. 38 – 40.

- ‘A New Frontier of Life,’ (*National Mature Media Silver Award-winning story*), VFW Magazine, February 2011, pp. 24 – 26.
- ‘Speed Saves: Combat Medicine Redefined,’ VFW Magazine, May 2011, pp. 32 – 34.
- ‘Persistence in Paradise,’ Air Transport World Magazine, February 2011, pp 48 – 51.
- ‘Allegiant: The Un-Airline,’ Air Transport World, February 2010, pp. 60 – 62.
- ‘The Afterlife of the Northeast Shuttles,’ Air Transport World, December 2009, pp. 56 – 59.
- ‘The Perimeter Push,’ Air Transport World, September 2009, pp. 69 – 72.
- ‘Time Out at AirTran,’ Air Transport World, March 2009, pp. 40 – 45.

**Kingsley O. Harbor. Ph.D. Professor and Department Head**

**Research**

**INVITED PAPERS--THE OXFORD ROUND TABLE**

- Harbor, K. O. (2010). “Curriculum Revision and Entry Placement: Cornerstones of an Ethics Model for Journalism and Mass Communication.” Invited paper presented at the Oxford Round Table, the 21<sup>st</sup> Anniversary of the Oxford Round Table, Oxford University, Oxford, England (March, 25).
- Harbor, K. O. (2009). “Postmodernism and the Decline of Ethics: Proposing a Model of Moral Restoration in the Media.” Invited paper presented at the Oxford Round Table, the 20<sup>th</sup> Anniversary of the Oxford Round Table, Oxford, England (March, 24).

**PEER-REVIEWED SCHOLARSHIP**

- Harbor, K. O. (2011). Assess or Perish: Fulfilling Learning Outcomes Assessment in Higher Education, a Case Study of Direct Measures of Assessment, Intellectbase International Consortium peer-reviewed conference, Atlanta, GA, USA, October 13-15.
- Harbor, K. O. (2010). EL = K + D: A Theory of Effective Leadership in Higher Education Based on Ethical Principles, Intellectbase International Consortium peer-reviewed conference, Atlanta, GA, USA, October 14-16.
- Harbor, K. O. (2010). EL=K+D+A: A Theory of Effective Leadership in Higher Education Based on Ethical Principles. Journal of Knowledge and Human Resource Management, 2(3),29-41.
- Harbor, K. O. (2009). The AristoLeslian Model for Ethical Decision Making: Proposing a Model for Teaching Ethical Decision Making in Communication, Intellectbase International Consortium peer-reviewed conference Atlanta, GA, USA, October 15-17.
- Harbor, K. O. (2009). The Systems Theory as an Approach for Rectifying the Contradiction between Globalization and the Marketplace of Ideas: A Focus on Africa. Journal of Information Systems Technology and Planning, 2(1), 40-51.

Harbor, K. O. (2008). "The Systems Theory as an Approach for Rectifying the Contradiction between Globalization and the Marketplace of Ideas: A Focus on Africa." Paper presented at the Intellectbase International Consortium Conference. Atlanta, Ga; October .

### **Grants**

APA Grant: (2013). Received a grant from Alabama Press Association to conduct Journalism workshop for high school students in Summer. Jacksonville State University.

*Project Title:* "Summer Journalism Institute: A Workshop for High-schoolers."

APA Grant: (2011). Received a grant from Alabama Press Association to conduct Journalism workshop for high school students in Summer. Jacksonville State University.

*Project Title:* "Summer Journalism Institute: A Workshop for high-schoolers."

### **Awards**

- (2012) Faculty research certificate for the 2011-12 academic year. Presented by Jacksonville State University
- (2009) Faculty research certificate for the 2008-09 academic year. Presented by Jacksonville State University
- (2011) Faculty research certificate for presentation, chairing a session. Awarded by the Intellectbase International Consortium's Academic Conference. October. Atlanta, Ga.
- (2010) Faculty research certificate for presentation, chairing a session. Awarded by the Intellectbase International Consortium's Academic Conference. October. Atlanta, Ga.

### **Assistant Professor J. Patrick McGrail, Ph.D.**

#### **Book Chapters**

McGrail, E. & McGrail, J. P. (2013, accepted; in revision). Preparing young writers for invoking and addressing today's interactive digital audiences. In K. Pytash & R. Ferdig, (Eds.) *Exploring Technology for Writing and Writing Instruction*. Hershey, PA: IGI Global.

#### **Scholarly Articles**

Rieger, A., & McGrail, J. P. (under review). Relationships between humor styles and family functioning in parents of children with disabilities. *Journal of Special Education*.

Rieger, A., & McGrail, J. P. (2013). Coping humor and family functioning in parents of children with disabilities. *Rehabilitation Psychology*, 58(1), 89-97.

McGrail, E., & McGrail, J.P. (2010). Copying right and copying wrong with Web 2.0 tools in the classroom. *Contemporary Issues in Technology & Teacher Education*, 10(3), 257-274 [Online series]. Retrieved from <http://www.citejournal.org/vol10/iss3/languagearts/article1.cfm>

McGrail, J.P., & McGrail, E. (2010). Overwrought copyright: Why copyright law from the analog age does not work in the digital age's society and classroom. *Education and Information Technologies*, 15(2), 69-85. DOI10.1007/s10639-009-9097-9

McGrail, J.P., & McGrail, E. (2010). Navigating the rough waters of copyright in English and communications classrooms. *Adviser Update [the Dow Jones Newspaper Funds' Quarterly]*, 51(1).21A.

- McGrail, E., & McGrail, J.P. (2009). Copying right and copying wrong with Web 2.0 tools in the communications and teacher education classroom. *CITE Journal* 10 (3), 2010
- McGrail, J.P., & McGrail, E. (2009). What's wrong with copyright: Educator strategies for dealing with analog copyright law in a digital world. *Innovate*, 5(3) [Online Journal]. Available at <http://www.innovateonline.info/index.php?view=article&id=630> .  
**Spanish Translated Version:** Lo que hay de malo con los derechos de autor: Leyes analogas de propiedad intelectual en un mundo digital.

### ***Conference Presentations***

- Rieger, A. & McGrail, J. P. (2012, October). Coping humor and family functioning in parents of children with disabilities. Paper presentation at the 37<sup>th</sup> Georgia Educational Research Association Annual Meeting (GERA) (October 18-20, 2012), Coastal Georgia Center, Savannah, GA (*Distinguished Research Award Finalist*)
- McGrail, E., & McGrail, J.P. (2012). Demystifying copyright in the age of the internet and social networking applications. Session presented at the annual meeting of the Georgia International Conference on Information Literacy, Savannah, GA. (International)
- McGrail, J.P., & McGrail, E. (2012). Digitality: How a sea change in technology has led to obsolescence in current copyright law.” Paper presented at the annual meeting of International Communication Association, Phoenix, AZ. (*Runner-up, top faculty paper, division of Law & Policy*) (May 24, 2012) (International)
- McGrail, E., & McGrail, J.P. (2012). Clarifying the copyright of creative work for teacher educators in the age of digitality. Session presented at the annual meeting of the GATE/GACTE/GAICTE Conference, Atlanta, Georgia.
- McGrail, J.P., & McGrail, E. (2011). Digitality and the challenges it presents for evolving copyright law. Paper presented at the annual meeting of the Georgia International Conference on Information Literacy, Savannah, GA. (International)
- Rieger, A. & McGrail, J. P. (2011, December). Humor, coping strategies and functioning in families with children having a disability. Paper/poster presentation at the 36<sup>th</sup> Annual Conference of the Association for Persons with Severe Handicaps (TASH), (November 30-December 3), **Hilton Atlanta**, Atlanta, GA.
- McGrail, E., & McGrail, J.P. (2010). Reading and speaking media-critically in the Digital Information and Communication Age. Paper presented at the annual meeting of the National Council of Teachers of English (NCTE), Orlando, FL.
- McGrail, E., & McGrail, J.P. (2010). Making sense of copyright in the age of downloading and Web 2.0 applications. Workshop session presented at the annual meeting of Conference on Literacy, Urban Issues, and Social Studies Education (CLUES). Atlanta, GA.
- McGrail, E., & McGrail, J.P. (2010). Critical literacy and today's online and digital media technologies. Workshop presented at the annual meeting of the National Council of Teachers of English, Orlando, FL.
- McGrail, J.P. (2010). Advertising with Audacity: Bringing Contemporary Radio to the Classroom. Workshop presented at the annual meeting of the National Council of Teachers of English, Orlando, FL.

McGrail, E., & McGrail, J.P. (2010). Advertising with Audacity: Bringing Contemporary Radio to the Classroom. Workshop presented at the annual meeting of the National Council of Teachers of English (NCTE), Orlando, FL.

Rieger, A., & McGrail, J. P. (2010, October). The relationship between humor styles, family cohesion and flexibility in parents of a child with a disability. Paper presentation at the 2010 Annual Conference of the Georgia Association of Teacher Educators/ Georgia Association of Colleges of Teacher Education/ Georgia Association of Independent Colleges of Teacher Education (GATE/GACTE/GAICTE), (October 6-8, 2010), Holiday Inn Select Atlanta-Perimeter/Dunwoody, Atlanta, GA

McGrail, E., & McGrail, J.P. (2009). Copying right and copying wrong with Web 2.0 tools in the communications and teacher education classroom. Paper presented at the annual meeting of the Association for Education in Journalism and Mass Communication, Boston, MA. (International)

### ***Awards***

Finalist, Georgia Education Distinguished Research Award, 2012.

Runner-up, Top Faculty Paper, International Communication Association, May 2012.

Faculty Research Award, Jacksonville State University, 2009-2010.

Certificate of Appreciation, Task Force Viking, Fort McClellan Readiness Group, 2010.

### ***Creative***

Owner of 27 copyrights on musical compositions. Arranger and composer of popular music. Recording Engineer and Producer.

Audio Consultant for Sacred Heart Basilica, Downtown Atlanta.

Videographer for Sacred Heart Children's Choir.

Speech Consultant.

Currently liaising on Civil War films made under the aegis of the Alabama Film Initiative.

Published Poet.

Award Winning Actor.

### **Assistant Professor Jeffrey B. Hedrick (Ph.D.)**

#### ***Competitive Conference Papers***

"Student Perceptions of Campaigns, Political News Sources, and the Influence of Media Priming." Eastern Communication Association, April 2011; Political Communication division.

JSU either in-progress or submitted for review/consideration for either an academic conference and/or publication.

Two studies have received JSU Institutional Review Board approval and over two hundred surveys have been completed for either; both are in the statistical analyses phase of the research.

Study 1: "Survey of Readership Habits: Are College Students Truly Interested in Campus Newspapers and Political News?" Winter 2013.

Study 2: "A Survey of News Awareness & Technology Use amongst first- and second-year college students" Spring 2014.

Third Study (in-progress of accumulating data, will begin statistical analyses after Spring 2013 term ends):

Longitudinal Study exploring the effectiveness of pre-test/post-test when assessing student competence in statistics, research, and diversity (an in-process study that analyzes course embedded assessments administered in an upper-division mass communication research course of a program seeking ACEJMC re-accreditation) 2013-2014 academic year.

In-progress, will be submitted to an academic journal once completed:

“A Content Analysis of midsize newspaper coverage of New York Times v. Sullivan from a regional perspective” (adaptation of dissertation research that analyzes data using a sociological approach not previously explored; intent to submit for publication in academic journal). Summer 2013.

### **Academic Publication**

“Communication Law and Regulation in the Digital Age” Second editor for

Chapter 14 of newly revamped second edition to out-dated Textbook: *Converging Media: A New Introduction to Mass Communication*; Oxford University Press. 2011.

### **Professor Augustine Ihator (Ph.D.)**

#### ***Presentations/Textbook Review***

Augustine Ihator. “Impact of World Cultures on Strategic Crisis and Reputation Management.” Presented at the 14<sup>th</sup> Annual Meeting of the American Association of Behavioral and Social Sciences, February 10-11, 2011, Las Vegas.

Augustine Ihator. “Constructing and Teaching Global Diversity Across Curriculum at Higher Education Levels in the U.S.” Presented at the Auburn University Diversity Research Initiative, March 11-12, 2010.

Reviewed textbook *MediaWriting: Print, Broadcast, and PR*, 3<sup>rd</sup> edition by W. Richard Whittaker, et al. Publishers: Routledge. Spring 2010.

Augustine Ihator. “A Look at PR Practice in English-Speaking African Countries.” Presented at the Annual Meeting of the American Association of Behavioral & Social Sciences, Las Vegas, February 5-6, 2009.

#### ***Awards***

- Jacksonville State University Foundation Service Award 2010
- Faculty Research Award, 2011, Jacksonville State University.
- Faculty Research Award, 2010, Jacksonville State University.
- Faculty Research Award, 2009, Jacksonville State University.

- 5. Provide relevant sections of faculty guides, manuals or other documents in which the unit specifies expectations for scholarship, research, and creative and professional activity in criteria for hiring, promotion and tenure. Describe how the unit’s criteria for promotion, tenure and merit recognition consider and acknowledge activities appropriate to faculty members’ professional as well as scholarly specializations.**

For criteria for hiring, please see [Appendix II.4.2. “Faculty Ads for Six Years \(2007-2013\).”](#)

### ***Criteria for hiring***

All faculty position advertisements by the department contain language that stipulates required as well as desired qualifications for employment as a faculty member. Minimally, a master's degree in communication is required, or a master's degree in a closely related area with 18 graduate hours in communication; or in the special case of a professionally accomplished candidate, a bachelor's degree and a record of significant professional accomplishments in lieu of advanced degrees. Faculty position advertisements also contain expectations for teaching, scholarship, and service after a faculty member has been hired. These qualifications and expectations follow Jacksonville State University's policy statement on faculty employment, tenure, and promotion. For promotion and tenure, please see Appendix II.5.5. "JSU Faculty Handbook—Tenure and Promotion".

### ***Tenure and Promotion***

In the Department of Communication, decisions for promotion, tenure, and merit recognition rely on faculty evaluation, which itself is a composite of three major components: (a) teaching effectiveness and advisement, (b) scholarly activities, and (c) professional, institutional, and community services. This is a model used across the College of Education and Professional Studies. While the criteria for fulfilling (a) and (c) above are fairly common across the college, the Department of Communication, in consideration of its professional faculty members, broadens the definition of scholarship to include creative activities. Thus, research refers to traditional scholarship of discovery, while creative activity refers to the kinds of work done by professional journalists.

The head of department applies this definition of scholarship in his annual evaluation of the department's professional faculty members—Assistant Professor Jerry Chandler, and Mr. Chris Waddle, the former Ayers Chair. It is pertinent to clarify that while Mr. Chandler had been successful in the past in obtaining both tenure and promotion based on his creative activities, and while the department still employs this broad definition of scholarship in its annual evaluation of faculty, the university does not have a policy that extends tenure or promotion to faculty without terminal degree. Thus, the department's continued definition of scholarship to include creative activities (for its professional faculty) is effective only as far as the department has power to influence decision-making, such as in recommending merit raises.

## **6. Describe the institution's policy regarding sabbaticals, leaves of absence with or without pay, etc.**

### ***Professional Development Leave***

Any tenured faculty member may be granted a professional development leave after six years of service with the University.

### ***Leave of Absence***

While the university encourages and supports faculty to pursue a terminal degree, it does not customarily grant leaves of absence to non-tenured faculty members, and when it does, the period for such leaves does not count toward tenure.

Leave of absence, with or without pay, may be granted a faculty member for appropriate reasons such as, further studies, research, visiting professorships, and others. Also a faculty

member may be granted a leave of absence without pay for reasons of adoption, paternity, or extended maternity.

**7. List faculty who have taken sabbaticals or leaves during the past six years, with a brief description of the resulting activities.**

No communication faculty has taken sabbaticals or leaves of absence in six years.

**8. Describe travel funding, grant support, or other methods or programs the unit uses to encourage scholarship, research, and creative and professional activity.**

The department requires and supports faculty scholarship and professional activities. It funds 100 percent of all faculty travels dealing with scholarship—conference presentations—and also pays 100 percent for faculty professional organization membership. Currently that is limited to one professional organization per faculty, but that is likely to increase as more funds become available.

Another avenue the department follows in encouraging scholarship, research, creative and professional activity is annual evaluation where performance in each area serves as a criterion for assessing faculty members, thus providing an incentive for more scholarship. Furthermore, annually the department head recommends any faculty member who has a conference presentation or publication to the University Faculty Research Committee through the dean. Upon that committee's recommendation, the president and his provost and vice president for academic and student affairs award a certificate to those faculty members during a public ceremony attended by members of the university and the outside community. The university also has a competitive faculty travel grant that is awarded annually to faculty members whose peer-reviewed papers have been accepted for presentation at professional conferences. Finally the department also assigns fewer course loads to enable faculty members engage in scholarly activities.

**9. List faculty who have taken advantage of those programs during the past six years, with a brief description of the resulting activities.**

Dr. Augustine Ihator

Dr. Augustine Ihator, professor of public relations, has won the faculty travel grant by the university several times in the past six years. He has presented a paper to the American Behavioral Science Association conference in Las Vegas and at Auburn University. He has received Jacksonville State University faculty research award for his research. He also received departmental financial support for to present such papers.

Mr. Jerry Chandler

Mr. Jerry Chandler, Assistant Professor of Journalism, receives time off from the department each semester to attend professional conferences. Professor Chandler, an expert in aviation journalism, travels to Europe and Asia often to attend meetings of aviation journalists.

Dr. J. Patrick McGrail

Dr. McGrail has received the faculty travel grant by Jacksonville State University to present peer-reviewed paper at national conferences in the past six years. He has received JSU's faculty research award for his research as well as departmental financial support to present

such papers at conferences. Several of these conference papers have eventually resulted in several publications (Please see his list of scholarship in the past six years in #4 above)

Dr. Kingsley O. Harbor

For a number of times in the past six years, Dr. Kingsley Harbor, head of the department, has received research awards by Jacksonville State University for his peer-reviewed papers presented at national and international conferences. Those conference papers have so far produced two peer-reviewed publications (Please see his list of scholarship in #4 above).