

# CONSTITUTIONAL AND LEGISLATIVE FRAMEWORK

The Constitution of the Republic of the Philippines provides for a system of checks and balances among the three branches of government: the Executive, the Legislative, and the Judiciary.

The Executive branch is headed by the President, who is elected for a four-year term and may be re-elected only once.

The Legislative branch consists of the Senate and the House of Representatives, both elected for three-year terms.

The Judiciary is headed by the Supreme Court, which is composed of a Chief Justice and ten Associate Justices.

The Constitution also provides for a system of local government, with provinces, cities, municipalities, and barangays.

The President is the Commander-in-Chief of the Armed Forces of the Philippines.

The Senate and the House of Representatives have the power to impeach the President, the Vice President, and the members of the Judiciary.

The Supreme Court has the power to review the constitutionality of laws and executive orders.

The Constitution also provides for a system of public service, with a Civil Service Commission to oversee the employment and promotion of government employees.

The Constitution also provides for a system of education, with the Department of Education responsible for the public school system.

The Constitution also provides for a system of health care, with the Department of Health responsible for the public health system.

The Constitution also provides for a system of social services, with the Department of Social Welfare and Development responsible for the public social service system.

The Constitution also provides for a system of justice, with the Department of Justice responsible for the public justice system.

The Constitution also provides for a system of labor relations, with the Department of Labor responsible for the public labor relations system.

The Constitution also provides for a system of housing, with the Department of Housing and Urban Development responsible for the public housing system.

The Constitution also provides for a system of transportation, with the Department of Transportation responsible for the public transportation system.

The Constitution also provides for a system of communication, with the Department of Information and Public Relations responsible for the public communication system.

The Constitution also provides for a system of culture, with the National Commission on Culture responsible for the public culture system.

The Constitution also provides for a system of sports, with the National Commission on Sports, Physical Education and Youth Welfare responsible for the public sports system.

The Constitution also provides for a system of tourism, with the Department of Tourism responsible for the public tourism system.

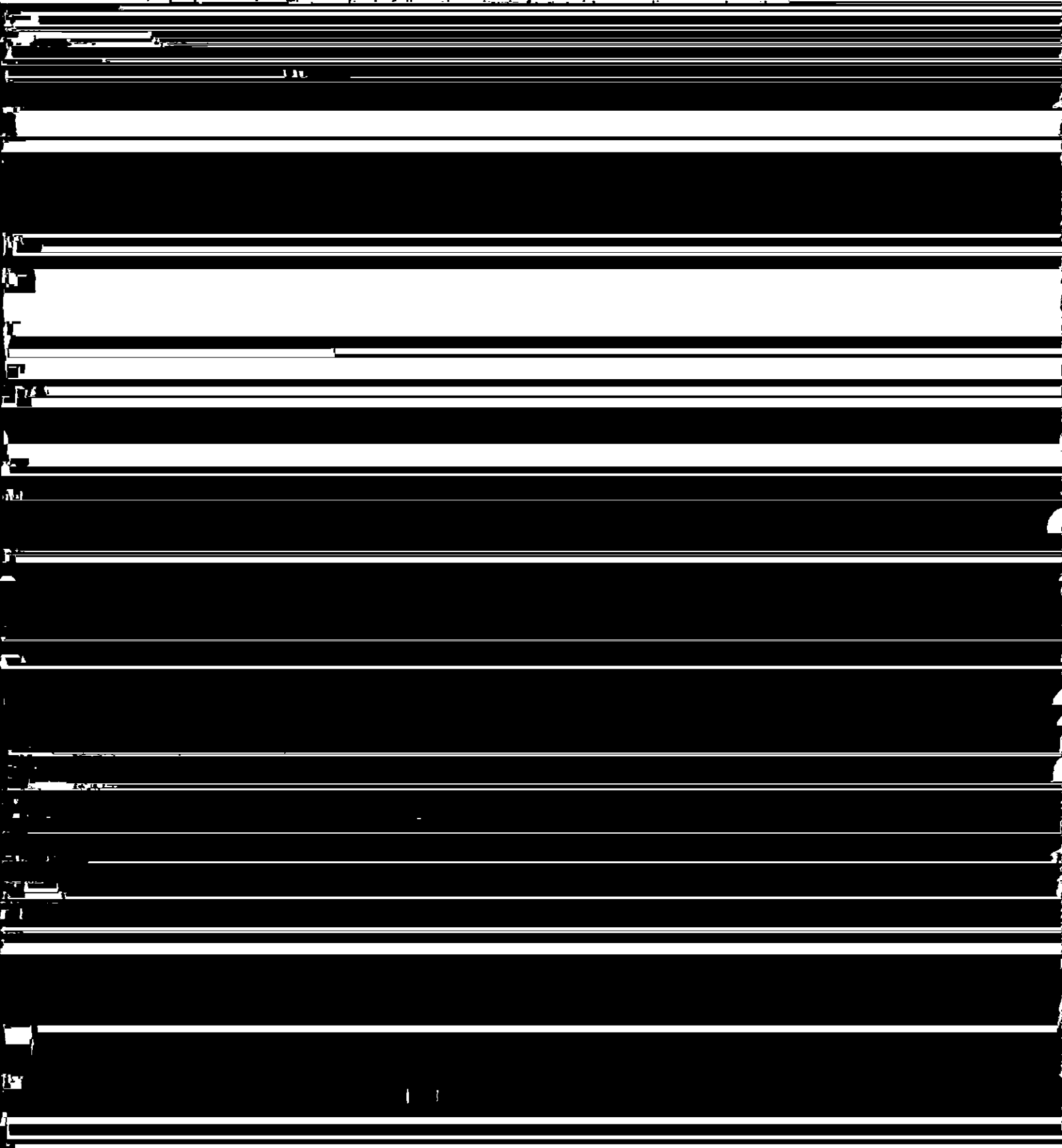
The Constitution also provides for a system of environment, with the Department of Environment and Natural Resources responsible for the public environment system.

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The department offers a wide range of courses that explore all forms of human interaction, promote an

Criteria for Classroom Observations (as required by MOA section 2.45, pg. 16)

Peer observations of classroom sessions should speak to the following criteria, as can be observed in a



1. Go to <http://www.rowan.edu/selfservice>
2. Click "Access Banner Services - Secure Area - login Required."
3. Enter User ID and PIN.
4. Click "Faculty & Advisors."
5. Click "Request Student Course Evaluation."
6. Select one of the classes that you are currently teaching.
7. Click "Choose" and enter "Survey open date" and "Survey close date."
8. Click "Submit."
9. Repeat for other classes.

In order to ensure that students complete the evaluations, regular reminders via email and in class are suggested. Additionally, instructors may opt to have the students fill-out the online evaluations during class time in a computer lab (if available) or by bringing laptops (if available). However, if the instructor

**General Principles for Tenure and Recontracting**

- Presentation and publication categories of scholarly/creative work, and service are not mutually exclusive, but candidates should present their work in the most appropriate category. Activities should not be redundantly included in multiple categories.
- In discussion of service, all levels expected for the specific candidate's job title should be considered (department, college, university, profession and larger community). Many activities can be considered as service, but if the connection to the field is not obvious, the candidate must make the case. Non-related community service, while commendable, should not be listed. As an example, being a girl scout leader is not likely service; however, doing pro bono PR, graphic design, or internal communication work for Girl Scouts of America may well be, if that is related to the candidate's teaching, scholarship, or creative activity.
- While department committees should offer support to the candidate in preparation of the document, and department committee chairs must initial the check sheet, final review of the document before submission, including a check that all required items are present, is the obligation of the candidate. Candidates should not assume that missing material can be added after submission.

### **SCHOLARLY AND CREATIVE WORK BASIC DEFINITIONS**

#### **Scholarly Work**

*Peer-reviewed and publicly disseminated research that contributes to the field by creating, integrating, and opening new areas of knowledge. Scholarly work may take the form of basic research, research in the scholarship of teaching, or applied research and evaluation. Scholarly work includes:*

- Publishing manuscripts/book reviews/abstracts in refereed journals or conference proceedings (print or online).
- Publishing textbooks, refereed scholarly books, or book chapters (print or online).

- Participation in research activities sponsored by academic/scholarly organizations.
- Serving as a chair, moderator, or discussant on a peer-reviewed panel at a state, regional, national or international scholarly/academic conference.



- Participating in panel discussions and forums related to the creative process.
- Writing/producing creative media works then screened at competitive off-campus artist festivals or showcases
- Writing/producing creative media works disseminated via web, DVD, or other digital formats.
- Editing a literary journal/other editorial substance (not proofreading) work on a creative publication.
- Serving as an editor for a peer-evaluated creative volume.
- Authoring journalistic work published in non-practitioner books, magazines, newspapers, on-line, or through television and radio broadcasting.

~~Creative art, design, or media exhibits or shows~~

- Presenting scholarly and creative work to colleagues at departmental/college/university events.
- Advising student groups.
- Membership in the University Senate.
- Curricular development and review outside of home department/discipline

- Writing articles, columns, editorials for an off-campus local, regional, or national practitioner publication.
- Editorial work completed for off-campus local, regional, or national discipline-related publications.
- Producing works in print, digital, or broadcast form by request for an off-campus organization.

~~Can also include discipline-related journal articles, book chapters, or other publications.~~

## Department of Communication Studies

This section includes the specific criteria that are used by the Department of Communication Studies in its assessment of tenure and recontracting candidates.

### Expected Balance Among Areas to Be Evaluated

The table below is almost entirely obscured by heavy black redaction bars. Only faint outlines of the table structure are visible, suggesting a grid with multiple rows and columns. The redaction covers the vast majority of the page's content.

## **Explanation of Criteria and Standards for Tenure and Recontracting**

In addressing each of these standards in the tenure and recontracting packet, candidates must speak to the following requirements and include the examples below. A copy of that announcement must be

- Shows fairness and respect
- Actively engages students

Scholarship and creative activity may include, but is not limited to:

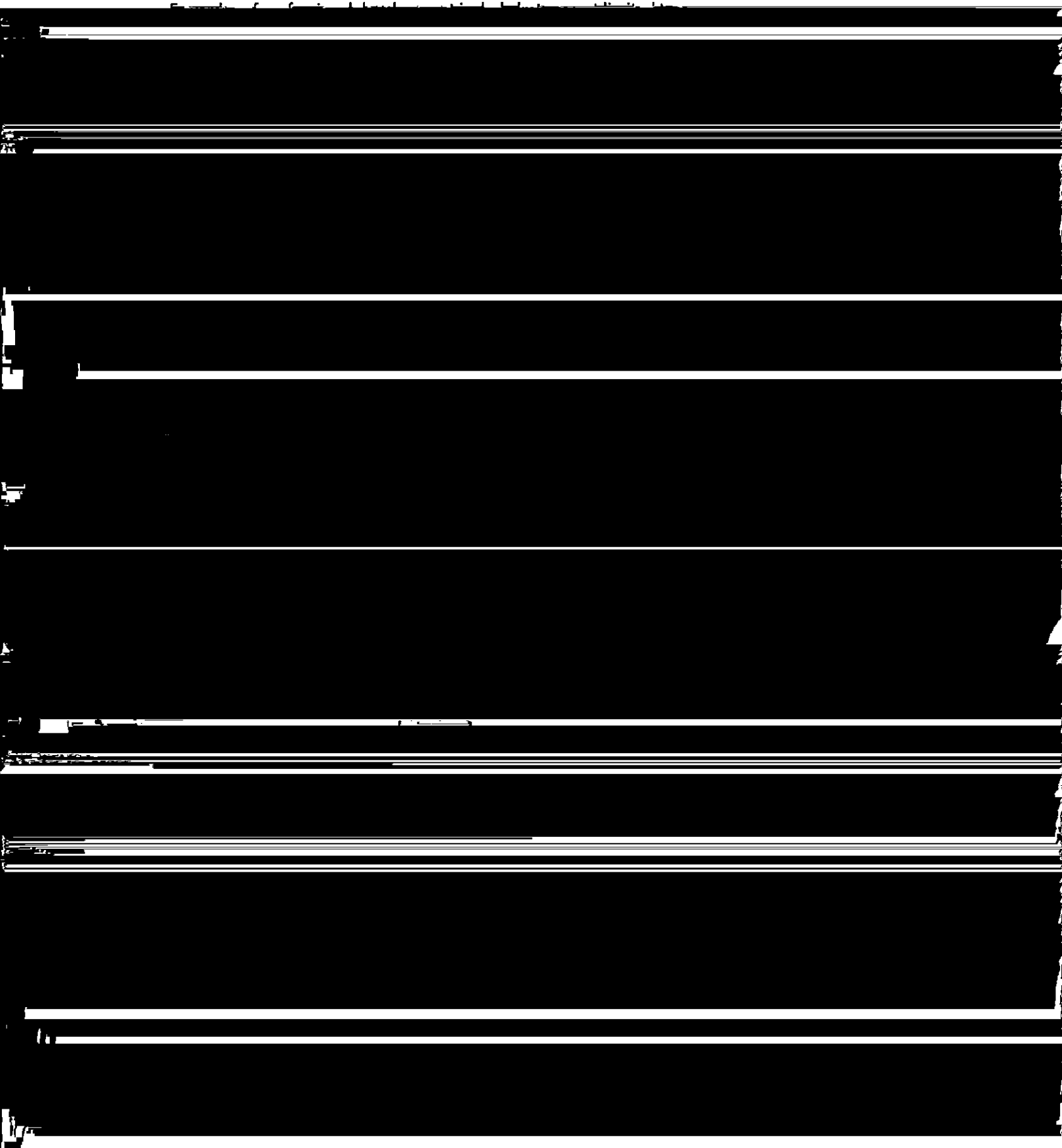
- a. Publications in peer reviewed journals (print or online)
- b. Publications of scholarly books (print or online)
- c. Conducting grant-funded research

**3. Professional Development (For Full-Time Lecturers and 3/4-Time Faculty) (TR1.112 & Appendix A1.2, P2.2)**

Professional development is an important component for the professional growth of our full-time lecturers and ¾-time faculty. Faculty applying for recontracting are expected to draft a narrative within their packet which explains the nature of the professional development and the ways in which it supports the faculty member's teaching. This narrative should include discussion of



- The activity is recognized as maintaining standing within a profession or discipline
- The activity permits the demonstration of leadership within a profession or discipline



regional associations such as Eastern Communication Association (ECA) or Southern Communication Association (SSCA), cultural associations such as Popular Culture Association (PCA) and American Culture Association (ACA), as well as other associations.

- Serving as a reviewer, respondent or chair for association conferences, meetings or conventions.
- Participation or leadership in local, civic, or other community groups as they relate to the candidate's area of expertise or teaching.
- Management of websites or newsgroups devoted to the content and pedagogy of Communication Studies (example CRTNET)

**General description of expectations for candidates at each stage of the tenure**

and reappointment processes

The table structure is largely hidden by redaction. Visible elements include a header row, followed by several rows of data. Each row appears to have multiple columns, but the content within these columns is completely obscured by black bars. The redaction covers approximately 95% of the page's content area.

***Fourth Year and subsequent evaluations thereafter***

- Demonstrate excellence as teachers.
- Continue to serve the university at the department, college, and university levels. However, such college and university level service is not expected.
- Possess a record of professional development that ties into the teaching area.

**ASSISTANT PROFESSOR RECONTRACTING & TENURE EXPECTATIONS BY YEAR**

***First year***

- Focus primarily on honing their teaching skills, developing classroom materials, syllabi, etc.
- Learn about student mentoring opportunities.
- Service should be primarily on departmental committees. However, this does not preclude the

**Checklist and Cover Page for Recontracting Full-Time Lecturers<sup>1</sup>**  
**Department of Communication Studies**  
**Revised 09/19/2018**

Candidate Name: \_\_\_\_\_

Date Hired: \_\_\_\_\_

Department: Communication Studies

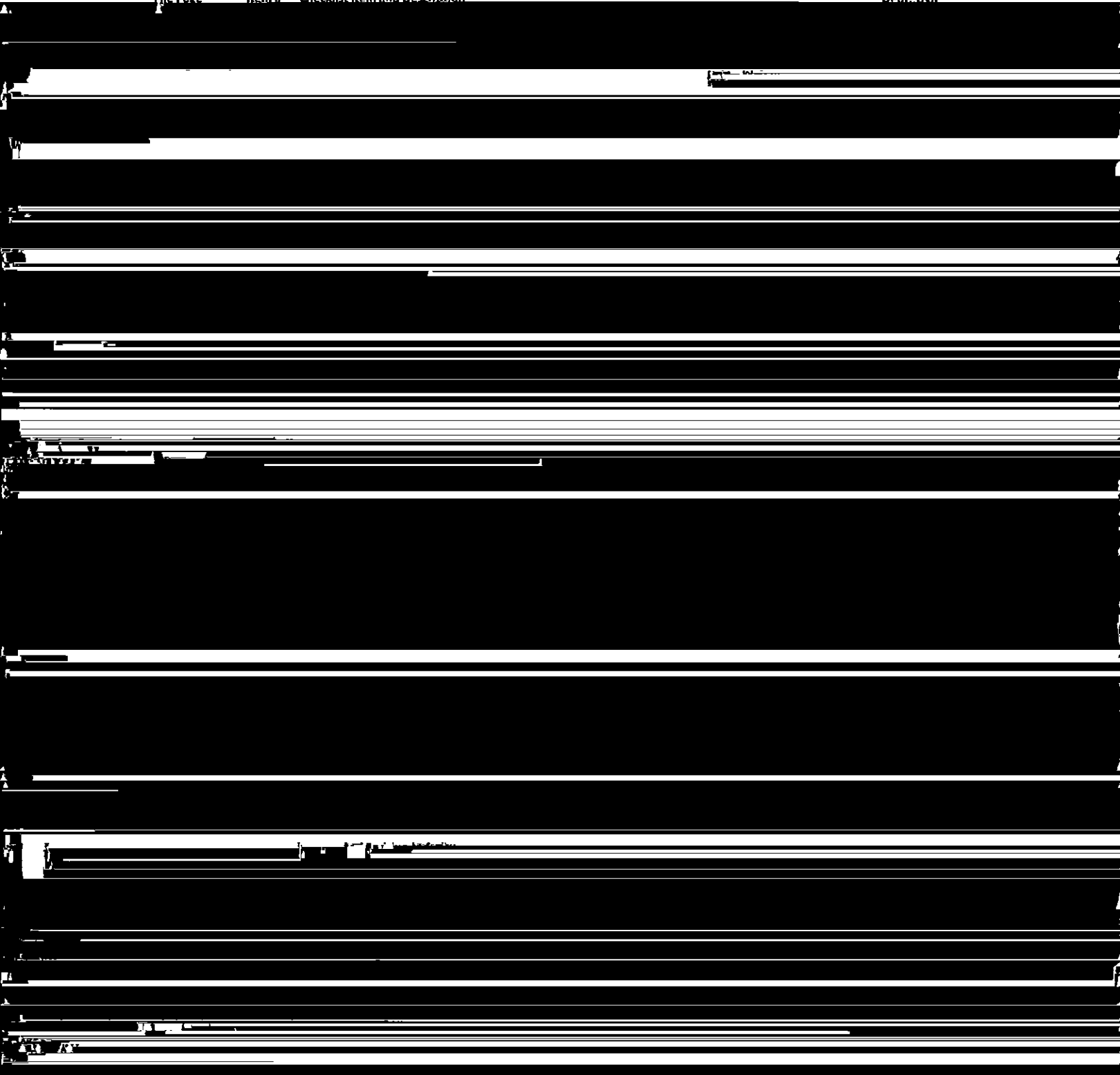
Candidate E-Mail: \_\_\_\_\_

Department T&R Chairperson: \_\_\_\_\_

T&R Chair E-Mail: \_\_\_\_\_

File Page      Item #      Checklist Item and Description

Dept. T&R



Notes Regarding Checklist for Full-Time Lecturers:

1. This document is for full-time lecturers ONLY. All tenure track faculty are to use the checklist and

**Checklist and Cover Page for Recontracting 3/4-Time Faculty<sup>1</sup>**  
**Department of Communication Studies**  
**Revised 09/19/2018**

Candidate Name: \_\_\_\_\_

Date Hired: \_\_\_\_\_

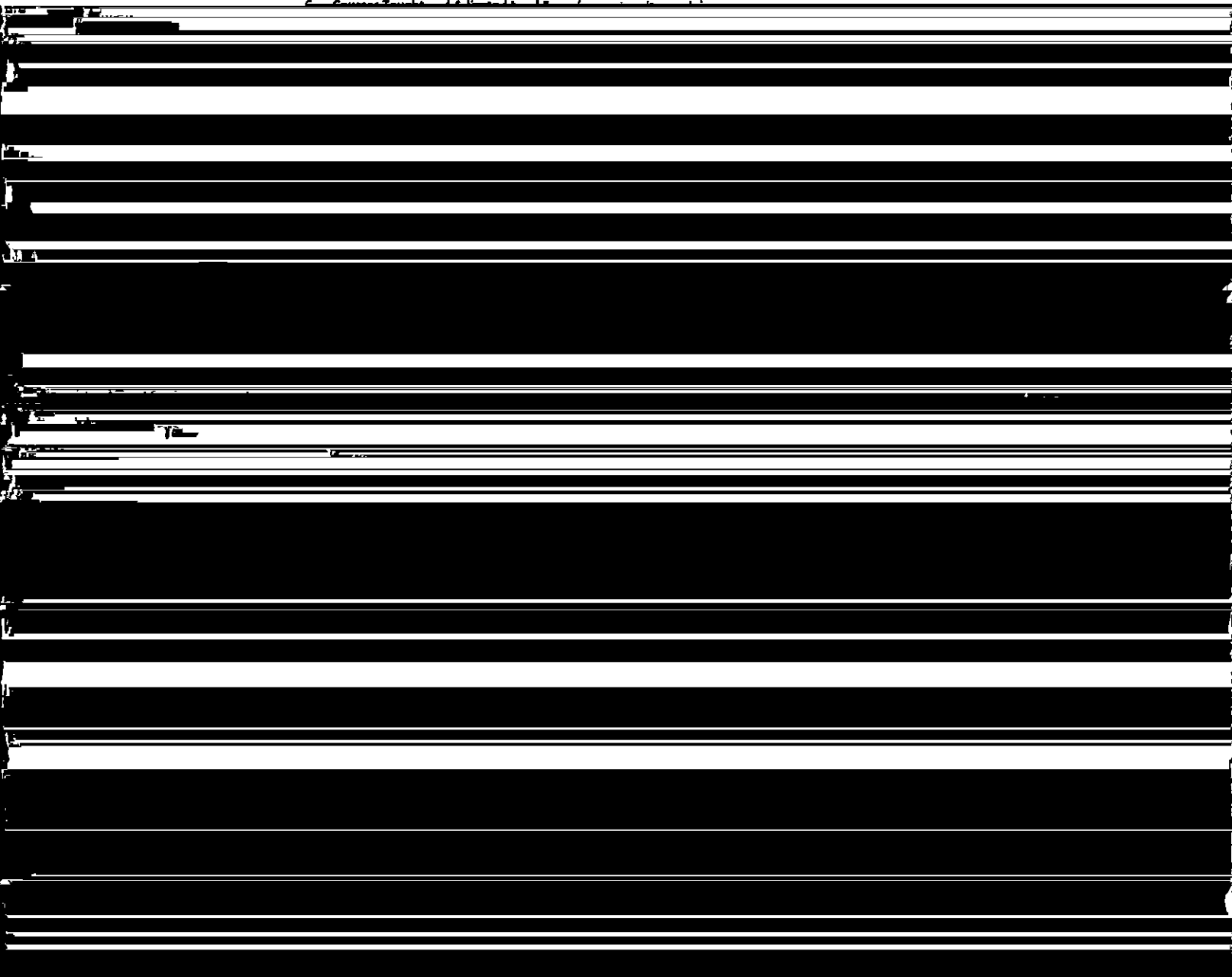
Department: Communication Studies

Candidate E-Mail: \_\_\_\_\_

Department T&R Chairperson: \_\_\_\_\_

T&R Chair E-Mail: \_\_\_\_\_

File Page	Item #	Checklist Item and Description	Dept. T&R Chair Initial
Starts with:			
1	1	Checklist (this page)	_____
2	2	Application Form with Signature and Years Circled (Form 10)	_____
---	3	Curriculum Vita, including: <ul style="list-style-type: none"> <li>• Education</li> <li>• Professional History (Positions held in higher education)</li> <li>• Service Activities to the University Community</li> <li>• Professional Involvement and Development</li> </ul>	_____
---	4	Executive Summary (required)	_____
---	5	Job Description (from Initial job posting)	_____



**Notes Regarding Checklist for 3/4 Time Faculty:**

1. This document is for 3/4-time faculty ONLY. All tenure track faculty are to use the checklist and other documents as described in the most current version of the Memorandum of Agreement found in the "Tenure & Recontracting" section of the university senate webpage.

2. Once all documents are finalized, the checklist should be printed, initialed by the department T&R chair, scanned, and inserted as an image on the first page of the candidate's packet