

# The University of Kansas

William Allen White School of Journalism and Mass Communications

December 14, 1999

Michael R. Cuenca  
Assistant Professor  
School of Journalism and Mass Communications  
Stauffer-Flint Hall  
Lawrence, Kans. 66045

Dear Mike:

As chair of the promotion and tenure committee, it is my responsibility to be the first to explain the reasons your colleagues in the school voted overwhelmingly to deny your tenure and your promotion.

The straightforward and simple answer: Your record of teaching, research and service was not judged sufficient to grant you the privileges and protections of tenure in our school or at our University. It is not a judgement that we took lightly; nor, I might add, was it a decision based on any factors other than your performance as an assistant professor.

That performance, as you know, is separated into the categories of teaching, research and creative performance, and service. The possible ratings in each of those categories: exceptional, very good, good, adequate and poor.

In deliberations separate from and prior to the promotion and tenure vote, the committee rated your teaching as good, your research and creative performance as poor, and your service as poor.

The teaching rating was determined through classroom visits, review of syllabi, student evaluations, unsolicited student letters, and material submitted on your blue form. Every member of the committee participated in these reviews and visits. In addition, a subcommittee reviewed your teaching in more depth and provided additional insight during our discussions.