

Leave, Rank, and Tenure Criteria for Faculty Evaluation

Department of Art and Design
Southern Utah University

Approved unanimously by Art and Design Faculty August 18, 2006

The faculty must demonstrate personal and professional integrity through their actions. They must protect the rights of all students.

Faculty shall be qualified by earned degrees and/or professional experience and/or demonstrated teaching competence. All must be able to guide students and to communicate personal knowledge and experience effectively.

The Master of Fine Arts is recognized as the appropriate terminal degree for studio faculty. At the same time, some artist-teachers may hold other degrees; some may not hold any academic degrees. In such cases, appointments for studio faculty are made on the basis of experience and training at least equivalent to those required for the Master of Fine Arts degree.

A person's qualifications to teach any studio subject are significantly revealed by the individual's past and/or present involvement as a practicing artist or designer and ability to communicate personal knowledge and experience effectively.

Academic degrees are a pertinent indicator of the teacher's qualifications for instructing in theoretical, historical, and pedagogical subjects. In general, the Ph.D. and comparable doctorates are the appropriate terminal degrees in these fields. Evidence of continuing creative work, research, and publication is the primary indicator of a teacher's qualifications, productivity, professional awareness, and contribution to various aspects of art/design and art/design-related fields.

Art and Design faculty holding appropriate credentials and having full-time appointments are entitled to full faculty status and are given treatment comparable to that for faculty members in other disciplines with regard to appointment, tenure, increases in salary, and advancements to higher academic rank. Creative production and professional work are accepted as equivalent to scholarly publication or research as a criterion for appointment and advancement.

CRITERIA FOR APPOINTMENT, EVALUATION, AND ADVANCEMENT

In addition to the above considerations and consistent with Southern Utah University policy 6.1 Faculty Evaluation, Promotion & Tenure, the Department of Art and Design requires four criteria for all evaluations (Teaching Effectiveness, Scholarly/Creative Activity, Service to the University, Profession and Community, and Collegiality). Faculty members are regularly evaluated according to university policy and procedure.

Teaching Effectiveness

Quality teaching is central to the mission of the Department of Art and Design, therefore faculty are urged to be attentive to the quality and productivity of instructional activities. The quality of Teaching Effectiveness will be assessed by two or more of the following criterion:

internal and/or external peer review

involvement in instructional or curriculum development activities that contribute to the department's ability to serve its students

student evaluations

other feedback from students and/or peers

Scholarly/Creative Activity

The Department of Art and Design at Southern Utah University recognizes the importance of scholarly and creative activity at the local, state and regional levels as highly regarded and of significant importance. Scholarly and creative activities at the local, state, and regional levels are preeminent because: 1) faculty members serve as important role models for students; 2) such activity is necessary in meeting the SUU mission as stated by the Utah State Board of Regents to be a "regional, comprehensive, undergraduate institution with a broad program of liberal and professional education"; 3) such demonstrated expertise is also of utmost importance in developing a strong recruitment base for the department; and 4) such scholarly/creative activity supports the university's mission to serve as "a primary center for service and cultural programs designed to advance the southern Utah area." (Utah State Board of Regents) The department also recognizes the importance of creative/scholarly activity at the national and international level and desires that faculty strive for this exposure.

Valued scholarly activities have a tremendous range of possibilities; from peer-reviewed gallery exhibitions to client-based graphic design and illustration, for instance. Art and Design faculty are usually teachers of specific visual and/or pedagogical skills, as well as visual artists and designers themselves, and the faculty must combine these pursuits in their teaching. As part of this combination of pursuits, faculty are expected to develop workshops and clinics, studio classes, and other professional presentations in venues both on and off campus, and to employ these to impart their scholarly and creative expertise to colleagues, professional peers, the public, and current and prospective students.

Teaching effectiveness and scholarly/creative achievement are interdependent and serve to enrich and strengthen one another. Faculty are expected to remain current in their discipline.

The Art and Design department engages its scholarly/creative assessment with adherence to the Boyer model as advocated by the university. Specifically, scholarly and creative achievement in the Department of Art and Design may be manifested by the candidate through the following activities:

1. Gallery shows and exhibitions (juried and non-juried) at the a) local level, b) state level, c) regional level, or d) national/international level. Most desirable are peer-reviewed exhibitions at the national and international level, although emphasis is placed primarily on regional exposure. Invitations to exhibit are inherently a form of peer review. The prestige and reputation of the exhibition venue impacts the value of the exhibition as a scholarly endeavor as do reviews written about an exhibition.
2. Client-based graphic design and illustration at the a) local level, b) state level, c) regional level, or d) national/international level. Again, most desirable are projects at the national and international level, although emphasis is placed primarily on regionally oriented work.
3. Publications that may take the form of books, articles, monographs, online internet-based academic or industry journals, computer software, and/or reviews. Most desirable are those that represent a juried selection for inclusion in a national or international venue, publication by a recognized publisher in the field, or an invitation by a nationally recognized organization or learned society.
4. Presentations, lectures, clinics, workshops, and poster sessions at conferences, conventions, seminars, or colloquia at the a) local level, b) state level, c) regional level, or d) national/international level.
5. Research grants and contracts funded, unfunded, or pending.
6. Awards and honors that recognize particular aspects of scholarship or creative activity.
7. Unpublished materials or creative works that have received favorable and documented peer review.
8. Guest lectures or papers:
presented in another class other than an assigned SUU class
presented at another college or university
presented on a faculty lecture series.
9. Other indicators or descriptors that support scholarly and creative achievement.

The above list is not to be regarded as a definitive list of scholarly and creative activities that a faculty member must check off, one by one. Rather, it is intended as a general guideline for the various forms and ways in which the Art and Design Department defines scholarly and creative activities; it is expected that each faculty member will be actively defining their specialization(s) and certain forms of scholarly and creative activities will dominate over other forms.

The Art and Design Department recognizes that there must be a minimum standard for scholarly and creative activity. We recommend that each tenure-track and tenured faculty member engage in a minimum of at least three (3) activities as outlined

above (one on-campus, two off-campus) in the course of an academic year. To clarify, two examples follow: 1) one campus faculty show, one state and one national exhibition or gallery show; or 2) one conference presentation, one internet-based collaboration for an established online journal, and one on-campus presentation.

However, there might arise cases where the apparent activity of a faculty member might fall below this minimum level in an academic year, while the following year, building on research and creative endeavors, the faculty member might far exceed the recommended number of activities as outlined. Therefore, this required minimum should be viewed as a reasonable average over the course of time. Also, the size and scope of a scholarly project may be large enough or demanding enough that it is comparable to two or more standard projects.

Service to the University, Profession, Community

Activities encompassed under Service must contribute to the greater good of the Department of Art and Design, College of Performing and Visual Arts, the University, or broader community/public. University Service includes, but is not limited to: providing leadership to the department; participating in graduation exercise; attending student reviews and other student-oriented activities; serving on committees and task forces, serving on Faculty Senate. A satisfactory level of quality and productivity in Service should also include:

1. active participation at faculty meetings
2. willingness to participate in a "fair share" of committee assignments, with regular attendance and participation in the activities of the committee
3. willingness to take on special projects or assignments as requested by the dean, chair/associate chair or faculty as a whole
4. Professional Service includes such activities as holding office in local, regional, or national associations; serving on local, regional, or national committees; adjudication of events, etc.
5. Public/Community Service may include such activities as holding office in non-academic professional organizations or assisting in professional or community-based arts organizations.
6. The quality of Service may be assessed by peer reviews, committee reviews, input from chair and/or other committee members.

Collegiality

Collegiality is defined and assessed in terms of academic professionalism and artistic collaboration, interpersonal respect, support, cooperation, and demonstrating positive collaborative activity that is essential to the disciplines of art and design. Assessment can be measured by documentation both positive and negative from faculty, staff, students, and department chair.