

Promotion and Tenure Criteria for Faculty Evaluation

Department of Art and Design | Southern Utah University

Approved by Art and Design Faculty June 12, 2019

Each faculty member is expected to demonstrate personal and professional integrity through their actions and protect the rights of all students. SUU policy 6.28 defines these responsibilities. Additionally, each faculty member is expected to adhere to departmental, college, and university policies regarding finances, teaching assignments (which are given according to workload policy 6.27), and the use of university facilities and equipment.

Faculty shall be qualified by earned degrees, professional experience, and demonstrated teaching competence. All faculty 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. A person's qualifications to teach any studio subject are significantly revealed by the individual's past and present involvement as a practicing artist or designer and their ability to communicate 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 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 three criteria for all evaluations (Teaching Effectiveness, Scholarship Activity, and Service/Leadership). Faculty members are regularly evaluated according to university policy and procedure.

SUU places a strong emphasis on engaged teaching through its mission statement and strategic plan. Following these values, the department expects faculty to balance their professional activities between teaching, scholarly/creative activity, and service/leadership. It also realizes that at times, a balanced department needs faculty who emphasize one of the three areas for professional development or in order to provide specific expertise to the institution. Focusing on one area can provide faculty with opportunities to fulfill leadership roles at many levels of the institution, build service and community relationships, develop stronger creative work, or improve teaching.

Teaching

The department expects all faculty to be actively engaged in quality teaching following processes outlined in the SUU strategic plan. The following list is not comprehensive, but gives some guidelines as to the types of activities.

- Improving and updating course content.
- Improving teaching skills and building positive student/teacher relationships.
- Implementing high impact practices and experiential learning activities.
- Developing an understanding of department, college, and university policies regarding teaching, responsibility to students, and colleague interaction.

- Learning and keeping up to date with technical systems for course delivery.
- Writing new courses.
- Curriculum development at the course, program, department, and higher levels.
- Researching new methods and developments in the industry.
- Embracing changing pedagogies and technical innovations.
- Participating in university initiatives such as general education, Jump Start, and collaborative teaching.
- Working to establish articulation agreements within USHE and other schools where appropriate.

Assistant Professors are expected to be content specialists at a fundamental level who deepen their expertise and broaden their contribution to the university as they progress towards tenure and Associate Professor rank. Early years on tenure-track should be devoted to teaching activities that establish and improve the presentation and delivery of course content specific to assigned courses and programs.

Associate Professors are expected to have gained mastery in developing student potential through their teaching efforts. They should use their broad understanding of student development to guide them effectively through each phase of the curriculum. As faculty progress toward Full Professor, their courses will demonstrate high impact practices and they should be engaged in teaching activities that positively contribute to department, college, and university initiatives.*

Full Professors are expected to continue developing their teaching practices and be exemplary of the highest teaching standards and practices. They should be engaged in mentoring junior faculty members while also being involved broadly across the campus in their teaching efforts.

*The term "high impact practices" refers to specific activities and a definition and list of accepted practices can be found here: <https://www.suu.edu/cetl/pdf/high-impact-practices.pdf>

Scholarly/Creative

The Department of Art and Design at Southern Utah University recognizes the importance of scholarly and creative activity at local, state, regional, national and international levels.

Teaching effectiveness and scholarly/creative achievement are interdependent and serve to enrich and strengthen one another. All full-time faculty of the Department of Art and Design are expected to be involved in scholarly/creative activity and to remain current in their discipline.

We recognize that a clearly defined standard is helpful and require that each tenure-track and tenured faculty member engage in a minimum of three activities (one on-campus, two off-campus) in the course of an academic year.

Scholarly and creative achievement in the Department of Art and Design may include the following activities:

- Gallery shows and exhibitions (juried and non-juried) at the local level, state level, regional level, or national/international level. Most desirable are peer-reviewed exhibitions and invitational shows at the national and international level. The prestige and reputation of the exhibition venue impact the value of the exhibition as a scholarly endeavor as do reviews written about an exhibition.
- Client-based graphic design and illustration at the local level, state level, regional level, or national/international level. Again, most desirable are projects at the national and international level.
- Publications that take the form of books, articles, monographs, online 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, a publication by a recognized publisher in the field, or an invitation by a nationally recognized organization or learned society.
- Presentations, lectures, clinics, workshops, and poster sessions at conferences, conventions, seminars, or colloquia at the local, state, regional, or national/international level.
- Collaborative work such as co-authored books, articles, and creative works.
- Research grants and contracts funded, unfunded, or pending.
- Awards and honors that recognize particular aspects of scholarship or creative activity.
- Unpublished materials or creative works that have received favorable and documented peer review.
- Guest lectures or papers presented in another class other than an assigned SUU class, presented at another college or university or presented on a faculty lecture series.
- 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. Due to the variety of disciplines within the Department of Art and Design which encompass work in scholarly, creative, and professional pursuits, a number of criteria will be considered in evaluating the scholarly and creative activity as appropriate to the faculty member's specialty.

Assistant Professors are expected to be establishing their scholarly and creative reputation as they progress to Associate Professor. They will set goals for creative projects, scholarly work, and professional practice in a Promotion & Tenure Plan. They should also plan the dissemination of their work through peer-reviewed journals, conferences, exhibitions, etc.

Associate Professors are expected to maintain consistent scholarly/creative activity while increasing the breadth or depth of their professional practice. Presentations/exhibitions/publications of scholarly and creative work before a wider audience, particularly in peer-reviewed national & international venues, are effective indicators of artistic growth. Promotion to Full Professor requires that the candidate has produced a substantial body of scholarly/creative work that is recognized and respected by his or her peers.

Full Professors should sustain and build upon the performance of the previous rank. They should demonstrate scholarly/creative work of high quality, which is documented and acknowledged as excellent by both internal and external authorities within the faculty member's discipline.

Service/Leadership

All tenure-track faculty are expected to be involved in a satisfactory level of service to the institution and profession. General service activities include: advising students within assigned program areas on course schedules and degree progress, attending and actively participating in all faculty meetings, participating in a "fair share" of committee assignments including follow through and reporting on activities, and participation in community and professional art and design organizations. Faculty serving in leadership roles with workload reassignments or only a percentage of a teaching load, may have more focus in service/leadership activities at the time of rank advancement.

Activities encompassed under Service/Leadership must contribute to the greater good of the Department of Art and Design, College of Performing and Visual Arts, the University, or broader community. The department recognizes and encourages faculty engagement with SUMA—as this serves the University's goal of integrated, experiential learning. Faculty are encouraged to explore pedagogical possibilities that provoke critical and engaged learning and service that aids the partnership of the department and museum.

Internal Service/Leadership

Service/Leadership includes but is not limited to the following:

Departmental Service/Leadership

- Serving on a P&T mentorship team.
- Participating in student reviews such as Foundation Review, senior reviews, and scholarship applications.
- Serving on ad hoc and standing committees at the department level such as recruitment and curriculum.
- Managing department resources and programs such as: exhibition spaces, artist-in-residence programs, scholarship programs, etc.
- Inviting and hosting Art Insights speakers, visiting artists and other university guests.
- Running after-hours open studio opportunities for students and the community.
- Outreach such as visiting high-schools or local businesses.

College Service/Leadership

- Committee work such as college curriculum or P&T.
- Taking on special CPVA assignments as requested by the dean.
- Contributing to a search committee

University Service/Leadership

- Providing leadership to the department.
- Participating in graduation exercises.
- Attending student reviews and other student-oriented activities.
- Serving on University committees and task forces such as Faculty Senate.
- Advising a University Club.
- Educational programming at SUMA.
- Curating or organizing exhibitions at SUMA.
- Working with collections at SUMA
- Doing collaborative research or participating in community outreach at SUMA.

External Service/Leadership

- Professional Organizations
- Adjudicating regional/local/national/international art exhibitions.
- Serving on an Arts Council or committee.
- Chairing a committee in a professional organization.
- Holding positions in professional societies.
- Playing lead roles in conferences (general chair, program chair).

Assistant Professors are expected to be active members of committees across the university as they progress towards tenure and Associate Professor rank. It is expected that new faculty will serve primarily at the department level during their first year of teaching to focus on the development of syllabi and new courses. Subsequent years should see increased participation on department, college, and university committees.

Associate Professors are expected to participate in and lead department, college and university committees that serve a broader purpose at SUU: some of which may deal with rank and advancement. Professors of this rank are encouraged to serve on faculty senate and college or university curriculum committees. They are expected to actively participate on departmental P&T mentorships teams and serve when needed at higher levels.

Full Professors are expected to continue active service at the departmental, college, university and community level. They will be expected to play significant roles that serve the greater good of SUU.