

Department of Art + Design

CRITERIA FOR PROMOTION AND TENURE

Effective Academic Year 2022-2023
Revised December 2009

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Criteria for Promotion and Tenure
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Department PRT Committee Composition

The Department of Art PRT Committee consists of all tenured faculty in the department. The committee chair is elected to a two-year term.

Promotion and Tenure requests are evaluated on the basis of effectiveness in the following four areas of performance.

1. Possession of the terminal degree appropriate to discipline and field.
2. Teaching, as outlined in the appendices A-D.
3. Professional, scholarly or creative work, as outlined in the appendices A-D.
4. Service activities, as outlined in the appendices A-D.

In the Department of Art the four areas will be assessed as follows:

Possession of the appropriate terminal degree. Without the terminal degree, an individual normally may be employed only as an instructor on a one-year (non-tenure-track) contract.

I. Criteria for promotion to assistant professor.

1. Possession of the appropriate terminal degree.

(The rank of Instructor is awarded as a temporary appointment. Faculty at the Instructor rank who complete requirements for the terminal degree should provide the Department Chair with evidence of completion. In this case, it is not necessary to apply for promotion. Upon favorable recommendation by the Departmental Chair and the Dean of The College of Fine Arts and approval by the Executive Vice Chancellor and Provost (EVC/P) promotion to the rank of Assistant Professor will be granted, effective immediately.)

2. Demonstrated ability as an effective teacher as measured by long term regular and recent evaluations by students or peers and/or other evidence of teaching-related achievement.

3. Evidence of professional promise as demonstrated by professional, scholarly or creative work appropriate to the discipline or field.

4. Involvement in service activities within the department, college, university, community, state or nation.

II. Criteria for promotion to associate professor.

1. Possession of terminal degree or equivalent as in criteria above.

2. Established record as an effective teacher as measured by long term regular and recent evaluations by students or peers and/or other evidence of teaching-related achievement.

3. Evidence of long-term, regular and recent professional scholarly or creative work appropriate to the discipline or field.

4. Long-term regular and recent involvement in service activities within the department, college, university, community, state, or nation. For promotion to Associate Professor it is recommended that the faculty member apply no earlier than the completion of their third year as an Assistant Professor.

III. Criteria for promotion to Professor.

1. Possession of terminal degree or equivalent as in criteria above.

2. Outstanding record as an effective teacher as measured by long-term, regular and recent evaluations by students and peers and/or other evidence of teaching-related achievement.

3. Evidence of outstanding achievement demonstrated by long-term, regular and recent professional scholarly or creative work appropriate to the discipline or field.

4. Long-term, regular and recent, conspicuous and effective participation in service activities within the department, college, university, community, state, or nation.

Faculty members seeking promotion to the rank of Full Professor should have a minimum of five years in rank as an Associate Professor.

IV. Criteria for Tenure

1. Tenure is granted only to full-time faculty above the instructor rank who have proven themselves over a period of time. Tenured faculty may expect to continue in their academic position unless adequate cause for dismissal is demonstrated in fair, objective hearings, according to the procedure of due process.

2. Persons initially appointed as assistant professors or higher must be reviewed for tenure no later than the completion of their sixth year, and tenure must be granted with completion of their seventh year. Early tenure application is possible, but it is normally reserved for persons employed with such an agreement in their initial contract. Time spent at instructor rank will not be credited to the pre-tenure probationary period required by those ranks in which tenure may be earned.

3. Tenure represents a major commitment and one of the most important decisions made within the university. Tenure may be awarded when the faculty member's record in teaching, research and service, and the extent to which the individual serves the mission of the department, the college and university demonstrates that they have proven themselves over time.

4. Third-Year Pre-tenure Review*

A Comprehensive Pre-Tenure Review will be implemented in the third year of employment at ASU for all pre-tenure faculty regardless of rank. This review will require that all pre-tenure faculty members submit documentation of performance in the areas of teaching, scholarly activities, and service using the tenure application format. The Department PRT Committee, the Department Chair, and the Dean will formally review this documentation and provide appropriate feedback to each third-year, pre-tenure faculty member regarding their progress toward tenure.

5. Application for Early Tenure*

Since it is unusual for a faculty member to amass a record of performance that reflects exemplary productivity in less time than the standard probationary period, accelerated tenure is rare. However, any faculty member has the right to submit an application seeking tenure during any application period in which they can clearly demonstrate meeting the performance criteria that would be expected during the mandatory review. If a faculty member fails to earn tenure in this accelerated review cycle, he/she may apply for tenure again only in the sixth year of the pre-tenure cycle.

Promotion and/or tenure from rank to rank is based on merit and will not automatically be granted on the basis of time in rank. Merit will be evaluated by examining each faculty member's teaching effectiveness, professional, scholarly or creative work, and service activities. It should be clearly understood that each of these areas is important but individuals do not need to be outstanding in each area. Because of the diverse nature of art it is not possible to set a minimum number of activities required for promotion or tenure, however, the art department insists on long-term, regular and recent involvement.

Explanation of Professional **Activities** Significant To Career Advancement for **Studio Art Faculty**

Exhibitions

I. National and International Scope

Characteristics: Critical reviews, national publicity; artist and/or work selected by a curator or juror with national reputation; usually in an institution with an excellent reputation; often a printed catalog distributed nationally for reference collections; receives attention from knowledgeable and influential people.

A. Solo Exhibition

Significance: Outstanding achievement; indicates an art career that has achieved national prominence.

1. Museum
2. Sales Gallery (not vanity gallery)
3. University Gallery
4. Other reputable organizations which maintain top-quality exhibitions curated by professionals, e.g., The Library of Congress

B. Group Invitational Exhibitions

Significance: Outstanding achievement; especially important to be associated with other artists who bring high standards and reputation to the group.

1. Museum
2. Sales Gallery (not a vanity gallery)
3. University Art Gallery
4. Other reputable organizations which maintain top-quality exhibitions curated by professionals
5. Acquisition of a work for a permanent collection owned by:
 - a. Museum
 - b. University Art Gallery
 - c. Other reputable organizations which maintain top-quality collections curated by professionals

C. Competitive Exhibitions

Significance: Outstanding achievement; important to the artist in having work recognized as making a contribution of contemporary ideas and values; method of gauging the degree of acceptance by nationally known jury; vehicle for bringing an artist's work to the attention of those responsible for selecting artists in I.A. and I.B.

1. Accepted for exhibition by jury
2. Accepted for prize by jury

II. Statewide and Regional Scope

Characteristics: Publicity and viewers drawn from an area comprising all parts of one state or a region made up of several states; critical reviews within the region; organization, juror and/or curator have strong regional or national reputations; often a printed catalog distributed nationally for reference collections.

A. Solo Exhibition

Significance: Good achievement; indicates an art career that has regional prominence or is developing a prominent reputation in this or another region.

1. Museum
2. University Art Gallery (including the Bradbury Gallery)
3. Sales Gallery (not a vanity gallery)
4. Other reputable organizations which maintain exhibitions of generally high quality, e.g., Arkansas Arts Council

B. Group Invitational Exhibition

Significance: Good achievement; indicates an art career that is important to this or another region.

1. Museum *(see note)
2. University Art Gallery (including the Bradbury Gallery *(see note)
3. Sales Galley (not a vanity gallery)
4. Other reputable organizations which maintain exhibitions of generally high quality
5. Acquisition of a work for a permanent collection owned by:
 - a. Museum
 - b. University Art Gallery
 - c. Other reputable organizations which maintain collections of high quality

*(Note: In this category, A.S.U. Fine Art Gallery and A.S.U. Museum are considered to be of Local Scope for ASU faculty)

C. Competitive Exhibition

Significance: Good achievement; important method of exposing work to a regional audience and of determining the degree of acceptance by a prominent juror; vehicle for bringing an artist's work to the attention of those responsible for selecting artists in II.A. and II.B

1. Accepted for exhibition by jury
2. Accepted for prize by jury

III. Local Scope (Jonesboro or any other city)

Characteristic: an event of interest only within a local area, not resulting in significant activity or notice elsewhere; generally, an exhibition held in any local establishment, except the Bradbury Gallery.

A. Solo Exhibition

Significance: Installation in a local establishment does not imply significant professional recognition. All local installations are provided as a service to the community and to the University (with the exception of the Arkansas State University Bradbury Gallery, which meets the qualifications for Regional Scope for a solo exhibition).

B. Group Exhibition

Significance: All, including those in the Arkansas State University Art Gallery, are provided as a service to the community and to the University.

C. Competitive Exhibition

Significance: For amateurs; should not be entered by A.S.U. faculty artists. Except in unusual circumstances entering a local competition would indicate a lack of professional standards.

D. Craft Fair

Significance: Valuable to crafts people as an outlet for production; considered to be a service to the community.

E. Vanity Gallery

Significance: Artist has to rent a gallery to exhibit his work; no recognition is extended to vanity gallery exhibitors by reputable critics or curators.

IV. Commissions

Characteristics: Commissioned work is work done for a client.

Significance: Appropriate as professional activity for art faculty. Significant commissions for professional advancement should be consistent with the standards for the Regional and National Scopes.

Explanation of Professional Activities Significant To Career Advancement for **Art History Faculty**

I. RESEARCH (Must be associated with fields of art, art history, or architecture.)

A. Publications:

Significance: Outstanding achievement; indicates scholarly work in the field of art history. The refereeing process used by major publishers is sufficient to justify the relevance and value of the work.

1. A single-authored monograph or a catalog that represents a serious contribution to art historical discourse published by a major press or chapters in books (not including textbooks). Major press should be given consideration over private press. Self-published books should not carry any weight.
2. Chapters in books (not including textbooks) or essay in larger volume published by a major press with international distribution.
3. Scholarly articles in published in refereed journals or in online refereed publications.
4. Participation in wider academic publishing projects, including encyclopedia or catalog entries, contributing articles to specific volumes, or editing a larger work. Since the invitation to participate in these types of projects signifies standing in the field, these contributions should also be considered within the range of juried publications.
5. Article in non-refereed journals
6. Textbooks or chapters in textbooks
7. Book reviews, and other related items.*

***(Note: In this category, textbook reviews are considered as service to the profession).**

B. Papers Presented:

Significance: Outstanding achievement; indicates presentation of research in a scholarly forum.

(Note: The significance of content and selection process should be considered in the process of reviewing such presentations. The stature of the meetings should also have greater weight than the location.)

1. International and national professional meetings
2. Regional meetings
3. State meetings
4. Local meetings

C. Public Lectures

Significance: Good achievement; indicates a certain degree of regional prominence and/or the development of a prominent reputation in this or another region.

(Note: The venue should be considered and ranked.)

D. Other items

Significance: Good achievement; indicates recognition by others of scholarly work and initiative. Grants and awards are an indication of standing in the field. In addition to traditional grants and research awards, when a book, exhibition, or article receives an award, this should signify high merit since relatively few awards are established for the field of art history.

E. Grants:

1. National (such as an NEH Grant which is peer-reviewed)
2. Internal to the University

II. Research Proposals (funded only)

Explanation of Professional **Activities** Significant To Career Advancement for **Graphic/Digital Design Faculty**

I. National and International Scope

A. Peer-reviewed (juried) journal or competitions

Significance: Outstanding achievement; indicates a design career that has achieved national prominence.

1. Work or articles accepted into Design Annuals such as Print, Communication Arts; design-related books or journals; advertising award competitions such as American Advertising Federation, The One Show, etc.
2. Other reputable organizations (in print or online format) which maintain top-quality work curated by professionals.

B. Client Acquisition

Significance: Outstanding achievement; especially important to be associated with other designers who bring high standards and reputation to the group.

1. Acquisition of accounts for companies who retain top-quality designers in which design work is of national or international status.

C. Paper/Presentation given at professional conference

Significance: Outstanding achievement; indicates a design career that has achieved national prominence, especially important to be associated with other designers who bring high standards and reputation to the conference.

II. Statewide and Regional Scope

A. Peer-reviewed (juried) journal

Significance: Outstanding achievement; indicates a design career that has achieved statewide or regional prominence or is developing a prominent reputation among peers.

1. Work or articles accepted into regional publications or competitions sponsored by organizations such as the Arkansas or Memphis Advertising Federations.
2. Other reputable organizations (in print or online format) which maintain generally high quality work.

B. Client Acquisition

Significance: Outstanding achievement; especially important to be associated with other designers who bring high standards and reputation to the group.

1. Acquisition of accounts for companies who retain high-quality designers in which design work is of state or regional status.

C. Paper/Presentation given at professional conference

Significance: Outstanding achievement; indicates a design career that has achieved state or regional prominence, especially important to be associated with other state or regional designers who bring high standards and reputation to the conference.

III. Local Scope

A. Peer-reviewed (juried) journal

Significance: Good achievement; indicates a design career that has achieved a local prominence or is developing a prominent reputation among peers.

B. Client Acquisition

Significance: Good achievement; especially important to be associated with other designers who bring high standards and reputation to the group.

1. Acquisition of accounts for companies who retain generally high-quality designers in which design work is of local status.

C. Paper/Presentation given at professional conference

Significance: Good achievement; indicates a design career that has achieved a local prominence, especially important to be associated with other local professional designers who bring high standards and reputation to the conference.

Explanation of Professional **Activities** Significant To Career Advancement **for Art Education Faculty**

Research

Art Education faculty members will be expected to publish, make presentations and/or exhibit creative works of art. Publications and presentations must be in art education, art, or art history journals and forums. The significance of publications and presentations will adhere to the same standards as Art History faculty members. The significance of creative achievement will adhere to the standards of the Studio Art faculty members.

Service

Service will be considered the same way as for all art faculty members except that additional service will be expected in the College of Education.

Teaching

Teaching will be considered the same as for other areas in the department.

Note

Art Education faculty members are evaluated in all three areas by the College of Education, as well as by the Department of Art, for Tenure, Retention and Promotion. However, this does not apply to Merit.