

DEPARTMENT OF ART AND ART HISTORY

Wayne State University

TENURE AND PROMOTION FACTORS AND STANDARDS

In considering candidates for tenure and/or promotion, the departmental committee will assess each applicant on the basis of: scholarly and/or creative achievement; teaching effectiveness; and service to the department, college, university, community, and the profession. In addition to the *University Promotion and Tenure Procedures and Factors for Faculty*, the departmental committee shall include the following criteria in its deliberations.

Introduction

The department's Promotion and Tenure Committee will evaluate candidates' achievements and then convey those achievements and the committee's evaluation in terms that can be understood by both specialists and non-specialists in the visual arts. It is widely understood that evidence of creative productivity by visual artists is defined by criteria that differ from criteria used for scholarly work by art historians. It is therefore imperative that the Promotion and Tenure Committee make a special effort to frame candidates' applications for tenure and/or promotion with appropriate explanations of how, by analogy, candidates' accomplishments are applicable to the University Factors and Standards for the action requested. National standards, as articulated by the College Art Association, may be useful in this process. The Standards for the Retention and Tenure of Art and Design Faculty and the Standards for the Retention and Tenure of Art Historians are available on the College Art Association website at <http://collegeart.org/guidelines/>

Factors

Scholarly and/or Creative Achievement

The overall professional record as shown in the standard university form will constitute the primary resource for review. Supplementary support material as described below will also be examined.

Studio faculty should provide a minimum of twenty facsimile images representative of their creative work (e.g. slides, CDs, DVDs, digital photos, etc.), exhibition catalogues, and critical reviews from appropriate publications. When submitting work generated through collaborative projects, explanations of the nature and extent of the collaboration should be provided along with supporting materials. When submitting work generated through commissioned art and design projects, documentation

of the significance and selectivity of the commission should be included. Art history faculty should include copies of their publications and published reviews or citations of such works as appropriate. The work presented for review must include evidence of productivity since the candidate's appointment to Wayne State University (for tenure applications) or since the candidate's last promotion, as well as evidence of an ongoing body of work.

Consideration shall be given to such factors as whether the candidates' accomplishments are regional, national, or international in scope, are invited, juried/refereed, or commissioned, and are consonant with the creative and/or scholarly expectations for faculty in the candidate's area of specialization. Also considered are grants, awards, prizes, professional honors received, significant exhibitions curated, and papers given at professional meetings. In the case of invitations, juried/refereed activities, and commissions, the professional qualifications of the curators, jurors/referees, rigor of the evaluative process, and quality of the competitive pool shall be taken into consideration as appropriate.

Teaching Effectiveness

Student evaluations are a prime source of information regarding the teaching effectiveness of the applicant. In addition, peer review, where applicable, is another source for evaluation of studio and classroom performance. Another measure of teaching effectiveness is the quality of student performance and development as exhibited in the creative and scholarly work students produced in the applicant's classes. In the area of graduate studies, projects, essays, and theses supervised by the candidate shall constitute a further indication of his or her teaching-related abilities. Evidence of such work can be provided within the guidelines established for the teaching portfolio portion of the dossier and may include a facsimile portfolio of student creative work, information on the inclusion of students' work in on- and off-campus exhibitions, or, for art historians, sample papers and theses. Another measure of teaching effectiveness which may be considered is the evidence of success by students in their field, or the continuation of their studies in advanced degree programs following graduation from our undergraduate and graduate programs in studio art and art history. The quality of participation in graduate reviews is another factor considered in evaluating tenure and promotion candidates.

Consideration will also be given to course materials, syllabi, and other instructional innovations made by the candidate. The development of new courses and revision of courses existing prior to the candidate's appointment is a factor, as is a candidate's participation in professional meetings related to educational practices and policies in her or his special field. Teaching awards or similar forms of recognition for high quality teaching will also be a factor.

Service

It is agreed that an appropriate level of service in the department, college, and the university is obligatory. Service on appointed, invited, or elected committees and appointed or elected administrative assignments are considered favorably along with regular participation in faculty meetings, student advising, and mentoring. Service to professional organizations, public or private foundations or grants organizations, advisory bodies, and elected offices held in professional or other relevant organizations are taken into consideration when evaluating candidates. In addition, public lectures in the candidates' areas of expertise presented, service on exhibition juries or commissions, ~~and~~ service as referees for journals or book publishers, and service for teaching (e.g. studio maintenance and visual resource collection) are considered. The regional, national or international scope of all of these activities is weighed in the evaluation process as well. Public service, where the professional skills of the candidate are exercised in the greater community is another useful criterion for the Promotion and Tenure Committee.

Standards

Introduction

In general, recommendations for promotion to Associate Professor or Professor must be based on a *convincing* body of evidence of the candidate's present and continuing vitality in his or her special field.

Tenure and Promotion to Associate Professor

The department considers the level of accomplishment necessary to achieve tenure commensurate with that required to warrant promotion to Associate Professor. Therefore, recommendations for promotion to Associate Professor will not be made without simultaneous recommendations for tenure. Similarly, recommendations for tenure status will not be made without simultaneous recommendations for promotion to Associate Professor.

With regard to creative or scholarly work, the committee will seek evidence the candidate has achieved a *high level* of accomplishment. The evidence of the candidate's achievements will be sought in venues which represent a national professional consensus on the standard of quality appropriate to the candidate's specialization as practiced in research universities. Accordingly, the quality of the fora in which the candidate's work has appeared must be judged to determine the rigor of the process by which the candidate's work has been selected for presentation or publication. Of equal importance, the committee will examine the productivity of the candidate and attempt to determine the candidate's promise for *further growth and important contributions* to her or his field after receipt of tenure.

In teaching, the committee will search for evidence of the candidate's present and future commitment to *high quality* teaching, curriculum innovation, and a continuing reassessment of the department's educational requirements and standards.

The service record of the candidate shall be evaluated for evidence of the candidate's ability to contribute a *high level* of energy and personal expertise to the academic governance of the department, college, and university; relevant national professional organizations; and/or relevant lay public organizations, schools, and similar educational fora.

Promotion to Professor

With regard to creative or scholarly productivity, the committee will seek evidence the candidate has achieved a *superior level* of accomplishment. The evidence of the candidate's achievements will be sought in venues which represent a national professional consensus on the standard of quality appropriate to the candidate's specialization as practiced in research universities. Accordingly, the quality of the fora in which the candidate's work has appeared must be judged to determine the rigor of the process by which the candidate's work has been selected for presentation or publication. Of equal importance, the committee will examine the productivity of the candidate and attempt to determine the candidate's promise for further growth and leadership in her or his field after promotion to full professor.

In teaching, the committee will search for evidence of the candidate's present and future commitment to *high quality* teaching, curriculum innovation, and *leadership* in guiding a continuing reassessment of the department's educational requirements and standards.

The service record of the candidate shall be evaluated for evidence of the candidate's *leadership* in the academic governance of the department, college, and university; relevant national professional organizations; and/or relevant lay public organizations, schools, and similar educational fora.

Procedures

Each candidate for promotion and/or tenure shall provide the names and addresses of three or more professional references from whom the committee may solicit endorsements. Additional judgments will be sought from a roster of at least four appropriate professionals developed by the academic unit and chairperson.

On behalf of the committee, the chairperson shall invite written comments and/or oral testimony from the full-time faculty of the department regarding the candidate's creative or scholarly productivity, teaching, and service. Such evidence shall be kept confidential to the extent allowable by law.

Finally, if any of the materials submitted by candidates for promotion and/or tenure require clarification, the committee may, through the chairperson, invite the candidates to respond to specific questions in writing.

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