

**STEPHEN F. AUSTIN STATE UNIVERSITY  
SCHOOL OF ART**

**School of Art Tenure and Promotion Policy**

(Revised Draft, 9 October 2009)

I. Statement of Principles

The School of Art provides an integrated center for the creation and study of the Visual Arts, Art Education and Art History. Our Faculty of artists and scholars work very closely with and for our students. As opportunities for instruction extend well beyond the classroom, the Faculty also recognize that the ability to work together in a professional, collaborative manner is essential to our teaching as well as to our research. As a Faculty, we must make group decisions regarding curriculum, scheduling and teaching of classes, advising and students, allocation of resources and space, etc.

In short, being a good colleague is crucial to our work.

Collegial behavior in no way implies conformity or the absence of honest dissent. But as personal examples for our students of the very best principles that we teach in the classroom, our ability to work together in a professional, collaborative and reasoned manner is essential to our mission as educators in the Visual Arts.

II. Criteria for Evaluation

In addition to any documentation and supporting materials specifically required by the University Tenure and/or Promotion Policies, by such College policies, and to any specific documentation and supporting materials listed in this policy below, it is required that the Candidate's two Pre-Tenure Reviews, completed by the Chair and the Tenured Faculty (as per University policy), and all other pertinent annual evaluations, shall be the core component of the Candidate's Dossier when submitted for review.

The following considerations are criteria relevant to recommendations for Tenure and/or Promotion in the School of Art:

1. Candidate's competency and demonstrated excellence in teaching.
2. Candidate's competency and demonstrated excellence in research and/or creative accomplishments.
3. Candidate's demonstrated potential for continued growth and development as an educator and as artist or scholar of the visual arts.
4. Candidate's effectiveness in fulfilling assigned School responsibilities, services and functions.
5. Candidate's demonstrated constructive contribution to the operation, growth and development of the School and its mission.

A. Criteria for Tenure of Promotion.

1. *Teaching*: The SFA School of Art values teaching excellence above all the other criteria. Evaluation of teaching excellence may be based on: a) demonstrated effectiveness in classroom courses, and b) informal out-of-class association with students-in advisement, critique, student works-in-progress, artistic mentorship, etc. The nature of Art provides extensive opportunities for teaching outside the context of the classroom and evaluation of the Candidate's general teaching effectiveness must take into account these varied contexts.

Some, or all, of the following, as applicable will be used to evaluate teaching excellence:

- a. Student evaluations. The Candidate must demonstrate competence in the teaching of several areas of Visual Arts, as measured by student evaluations.
- b. In-person interviews with, or confidential written evaluations from, three or more students concerning the Candidate's teaching. The Candidate may submit to the Tenured Faculty a list of students for this purpose along with the statement concerning the Candidate's work with each student on the list. The students selected by the Tenured Faculty need not reflect the Candidate's recommendations; however, the students selected should have been enrolled in a course, be listed as an advisee, and/or have worked with the Candidate in a creative and/or research capacity (for example, studio assistant, media library assistant, classroom GA, TA).
- c. For Studio Faculty, the Candidate's demonstration of artistic competence and artistic mentorship of students in one or more of the primary areas of production (i.e., advertising design, cinematography, design, digital media, drawing, jewelry, painting, printmaking, sculpture), including the supervision and evaluation of individual student projects. For Art Education and Art History, the Candidate's demonstration of competency will be in their respective scholarly endeavors and mentorship of students in the appropriate discipline.
- d. Candidate's commitment to frequent evaluation of current courses and School curriculum in conjunction with other Faculty, recognizing student concerns and needs in light of current developments in the field, and innovative ideas.
- e. Candidate's competent use of syllabi, handouts, and other supplemental materials to foster student learning and demonstration organizational skills and command of subject matter. This material will be demonstrated to Art Faculty during the Candidate's probationary period.
- f. Candidate's competent use of examinations and/or projects to foster student mastery of material. This material will be demonstrated to Art Faculty during the Candidate's probationary period.
- g. Candidate's development of new courses programs, teaching materials or teaching innovations, etc.
- h. Demonstrated success of former students, unsolicited letters of support from former students, etc.

*2. Creative Endeavors/Research and Scholarship:* Creative contributions leading to art productions are considered equivalents of "publication" in the usual academic sense of the word. This does not preclude the possibility that some Candidates in the School of Art may publish exclusively and others may do creative projects in addition to publishing or creative projects exclusively.

Creative Endeavors/Research and Scholarship: Significant creative activities that would constitute comparable professional achievement through Art production or performance would include, for example: research in media leading to public exhibition of work, locally, regionally, nationally, and even internationally, and research leading to new or improved pedagogy.

Scholarship: The following are significant, though not totally inclusive academic activities that indicate professional scholarship in Art, Art Education, Art History: a) presentation of scholarly papers at regional or national conferences at which papers submitted are screened by peers; b) Articles and reviews published in professional journals in which materials are screened by peers; c) National publications of a book or textbook related to the candidate's specific area of expertise; d) organization of, or significant participation in symposia or conferences, exhibitions, and/or workshops relevant to the Candidate's discipline and the School's programs.

Creative and Scholarly Endeavors will be evaluated by some, or all, of the following, as applicable:

- a. List of all publications when applicable. Note: publications subjected to peer review prior to publication shall be more highly regarded than publications not subjected to such a review. Works reviewed by a critic or cited by a scholar may also be given due consideration.
- b. List of conferences attended and papers presented, participation on panels, sessions chaired, etc.
- c. List of Creative Endeavors, accompanied by external evaluations of production Work. (1)
- d. List of appearances off campus as visiting artist, lecturer or juror, etc., and critiques/reviews/evaluations of Creative Endeavors when applicable.

3. *Services*: The School of Art expects a Faculty member to make contributions that go beyond the classroom and production laboratory efforts. Faculty are expected to perform Service for the School, the College, the University, the community and the profession. It is especially important to know the extent of the candidate's involvement and the leadership provided in service activities (i.e., the significance of the service and the candidate's contribution).

It is not presupposed that a Faculty member will engage in all of the activities listed under any category. Neither is it expected that a Faculty member would be equally active in each of the three Service categories. The quality of the candidate's service contributions is of greater significance than the quantity.

Some, or all, of the following, as applicable, will be used to evaluate service:

a. School Service

1. Service on School Committees, as needed.
2. Active participation in planning; implementation and review of School programs and activities.
3. Active recruitment of students.
4. Effective and consistent contribution to a cooperative and collaborative work environment.
5. Participation and excellence in student advising.

b. College and University Service

1. Service on College Committees, University Committees, Faculty Senate, etc.
2. Advisor to student groups on campus.
3. Appearances as guest speaker in courses external to the School but within field of Candidate's expertise; also, providing Creative contributions or support to other departments.

c. Community/ Professional Service

1. Consultation or Creative contributions to community or civic organizations, including education institutions.

2. Utilization's of professional abilities in the Service of citizen groups, educational or religious institutions, charitable organizations, etc., at the local, state, national or international levels.
3. Holding office in professional or academic organizations at the state, national or international levels.

Additional types of documentation, which are relevant to the evaluation of the quantity and quality of service may include:

- a. Support testimony from others participating in service activity.
- b. Support testimony from those for whom the service was performed.
- c. Recognition or awards received for service activities.
- d. Representative materials such as programs, newspaper articles, or tangible products, or evidence such as videotapes, DVDs, recordings, photos or slides.

1 Note: The School of Art will obtain evaluation of a Candidate's record of artistic activity from qualified peers who are unaffiliated with the School of Art.

**STEPHEN F. AUSTIN STATE UNIVERSITY  
SCHOOL OF ART**

MINIMUM REQUIREMENTS FOR APPOINTMENT TO :  
ASSISTANT, ASSOCIATE, AND FULL PROFESSOR RANKS

No Candidate in the School of Art will be promoted to the respective ranks of Assistant, Associate or Full Professor unless she/he meets the minimum requirements for that rank. Meeting such requirements, however, does not guarantee promotion, but it does warrant serious consideration of promotion.

Assistant Professor

To be eligible for promotion to Assistant Professor or to be hired at the rank of Assistant Professor, a Candidate must have a terminal degree or equivalent professional credentials in his/her field. The School of Art, in accordance with our professional accrediting organization, the National Association of Schools of Art and Design, recognizes the M.F.A, Ed.D., and Ph.D. as terminal degrees.

Associate Professor

Candidates for rank of Associate Professor are expected to have met the requirements for and have served in the rank as Assistant Professor for at least five years, but tenure in rank alone is no argument for promotion. Candidates must have demonstrated a commitment to and competence in Teaching, Research and Service, and achieved recognition of excellence in one or more aspects those areas related to their specialization. Potential for national recognition should be in evidence. Candidates must also have demonstrated the ability to direct and supervise student research and/ or student art production.

Professor

Candidates for the rank of Full Professor must have met the requirements for Associate Professor and must have ten years' appropriate professional experience in their respective fields of Studio Art, Art Education, or Art History. Tenure in rank alone, however, is no argument for promotion. Candidates for promotion to the highest rank, Full Professor, must have demonstrated a continued commitment to and competence in Teaching, Research and Service since their last promotion, and must have demonstrated exceptional merit in their field. Important considerations in determining exceptional merit will be distinction in Research/Creative Endeavors and/ or evidence of a national reputation.