

CRITERIA FOR PROMOTION AND TENURE

Art Department
Washburn University

All candidates in the Art Department must first meet the University requirements for promotion and tenure as listed in the Faculty Handbook, including completion of appropriate terminal degree in the area of expertise: Master of Fine Arts (MFA) or Doctor of Philosophy (PhD), and completion of the requisite number of years of service. Candidates for promotion and tenure in the areas of Art and Art History must also satisfy the following criteria before they are considered for either promotion or tenure:

1. Tenure and Promotion to Associate Professor

It is expected that those who achieve tenured status will also earn rank of Associate Professor, providing the requisite years of service have also been met. In unusual circumstances, a candidate may be hired at the Associate Professor level, yet need to complete years in service to Washburn and meet criteria below to achieve tenure.

Teaching

Demonstrated commitment to teaching in a Liberal Arts program as well as maintenance of professional quality standards as established by National Association of Schools of Art and Design (NASAD). Evidence of teaching excellence includes: student evaluations (verified by Student Evaluation of Teaching assessments), student statements, statements from alumni, relevant faculty, and professional colleagues; course development, direction of graduate and undergraduate independent research, and successful mentoring of workshop student projects; participation in CTEL and faculty development programs, collaborations with intra- and inter-departmental faculty, including the Mulvane Art Museum, and/or outstanding performance of candidate's students.

Service

Evidence of consistent, quality service to the University, Art Department and community through candidate's participation in academic advising, committee representation and program support is required. Substantial evidence of collegiality is expected from the candidate. Such evidence includes support for all media and subjects within the Art Department through technical assistance, cooperative teaching, critiques, presentations, advisory responsibility for student groups, and contributions towards special projects. Both Leadership and initiation of activity in departmental operations, studio oversight, and program development is expected of the candidate for tenure/promotion. Further demonstration of service is found in professional representation of the Art Department at local, regional, or national levels and through recruitment activities, lectures, demonstrations, jurying of exhibits, or participation in outreach activities.

Participation in Professional Organizations is evidence of both Service to the field and recognition of Creative/Scholarly excellence. Such participation includes:

- Serving as an executive officer in a professional organization that advances scholarship in the candidate's discipline
- Contributing images or articles to publications of the organization

-Organizing or coordinating a conference or other academic event related to candidate's professional organization

Scholarship

Studio Art faculty are expected to demonstrate a record of quality professional research and creative activity. Examples of such activity include:

- 1) National and international juried exhibitions
- 2) Curated exhibitions at professional venues
- 3) Invitations to exhibit at the regional or national level.

A consistent record of creative activity is indicated by multiple exhibitions, but does not necessitate any particular number due to the variety and complexity of formats. Other evidence of creative excellence includes images of artwork or other citation in publications, presentation or demonstration of artwork at regional, national or international levels, serving as juror of artwork for regional, national or international competitions.

Art History faculty will demonstrate excellence in research by:

- 1) Providing a letter or letters of support from extramural scholars
- 2) Consistently undertaking scholarly activity, including the following outcomes:
 - A. Peer-reviewed publications:
 - Single-authored or co-authored monograph or textbook for a university or scholarly press
 - An article in a scholarly journal
 - A chapter or article in an edited volume or conference proceedings
 - Single editor or co-editor of a collected volume or conference proceedings
 - A substantial entry or essay for a reputable, scholarly exhibition catalog
 - Editor or guest editor of reputable, scholarly journal
 - Revised edition of monograph or textbook, with substantial changes
 - Published pieces in magazines, newspapers, or other publications
 - Authored book reviews for scholarly, peer-reviewed journals
 - Professional, substantive reviews of manuscripts for scholarly journals, books, or textbooks
 - Citations of published work in scholarly literature
 - Editing or co-editing journals produced by candidate's professional organization
 - B. Scholarly Presentations:
 - Papers presented at academic conferences, at the regional level or above
 - The chairing, organizing, or serving as a respondent/discussant for academic conference panels at the regional level or above
 - The presentation of original research in front of an academic or scholarly audience
 - C. Curation:
 - Curating or co-curating exhibitions at the regional level or above
 - Research or other curatorial work related to an exhibition at the regional level or above
 - Serving as an panel expert or juror for exhibitions at the regional level or above

2. Instructor to Assistant Professor

It is expected that tenure track faculty will be typically hired at the Assistant Professor level. In the unusual situation that a faculty member is hired at the Instructor rank and has yet to complete the required terminal degree for the position, the completion of the terminal degree is the specific criteria for change in rank from Instructor to Assistant Professor, if all contract requirements have otherwise been met.

3. Assistant Professor to Associate Professor

See above criteria under point 1.

4. Associate Professor to Professor

Please refer to criteria under point 1.

For promotion from Associate Professor to Professor, a consistent and measurable record of excellence must be demonstrated in the categories of Teaching, Service, and Scholarship. It is expected that the candidate has continued the high level of performance to achieve tenure and promotion to Associate Professor throughout the required years at that level. The most important criteria for promotion to Professor is consistent excellence and professional growth beyond achieving Associate Professor rank and throughout the candidate's career.

Teaching:

A proven record of excellence in teaching which has been sustained throughout the candidate's career, supported by statements from students and colleagues and in Student Assessment of Teaching responses. Outstanding student achievement consistent over time, such as acceptance to juried exhibitions, presentations, or acceptance to graduate programs, is also evidence of teaching excellence.

Additionally, the candidate demonstrates successful efforts over time to develop and enrich the academic offerings of the Department, accurately advises students and mentors Independent, Workshop, Graduate, and WTE students, following them through to completion.

Service:

Documented and substantial contributions to the professional fields of Art and Art History, the University, Department and community, with evidence of this provided in statements from Committee Chairs, outside professionals/academics, and officers of organizations. Outstanding evidence of collegial spirit on the part of the candidate, both within the Department and across the University, supported by appropriate documentation.

Service at the Professor level will be consistent and crucial to Departmental activity. Evidence of the following activity supports the candidate's promotion to rank of Professor:

- Continued enthusiasm to initiate, promote and complete special projects designed to improve the academic offerings and cultural environment of the Department, including course development, introduction or upgrade of equipment and techniques, out-reach programs, recruitment, and co-curricular support.

- Leadership in Departmental projects such as study abroad, scholarship reviews, guest artists, program review, accreditation preparation, and recruitment.
- Continued service to the College, the University, and the Community beyond achievement of Associate Professor rank
- Documented service to the broader field of Art or the specific discipline within the Visual arts
- Participation/Leadership of Professional Organizations is evidence of both Service to the field and recognition of Creative/Scholarly excellence. Such participation includes:
 - Serving as an executive officer in a professional organization that advances scholarship in the candidate's discipline
 - Contributing images or articles to publications of the organization
 - Organizing or coordinating a conference or other academic event related to candidate's professional organization

Scholarship:

Studio Art faculty are expected to substantively add to their previous record of quality professional research and creative activity. Examples of such activity include:

- 1) National and international juried exhibitions
- 2) Curated exhibitions at professional venues
- 3) Invitations to exhibit at the regional or national level.

A consistent record of creative activity is indicated by multiple exhibitions, but does not necessitate any particular number due to the variety and complexity of formats. Other evidence of creative excellence includes images of artwork or other citation in publications, presentation or demonstration of artwork at regional, national or international levels, serving as juror of artwork for regional, national or international competitions.

Art History faculty will add to their earlier record of research excellence with the following:

- 1) Providing letter or letters of support from extramural scholars, demonstrating continued professional success
- 2) Consistently undertaking scholarly activity, including the following outcomes:
 - A. Peer-reviewed publications:
 - Single-authored or co-authored monograph or textbook for a university or scholarly press
 - An article in a scholarly journal
 - A chapter or article in an edited volume or conference proceedings
 - Single editor or co-editor of a collected volume or conference proceedings
 - A substantial entry or essay for a reputable, scholarly exhibition catalog
 - Editor or guest editor of reputable, scholarly journal
 - Revised edition of monograph or textbook, with substantial changes
 - Published pieces in magazines, newspapers, or other publications
 - Authored book reviews for scholarly, peer-reviewed journals
 - Professional, substantive reviews of manuscripts for scholarly journals, books, or textbooks
 - Citations of published work in scholarly literature
 - Editing or co-editing journals produced by candidate's professional organization
 - B. Scholarly Presentations:
 - Papers presented at academic conferences, at the regional level or above
 - The chairing, organizing, or serving as a respondent/discussant for academic

conference panels at the regional level or above

- The presentation of original research in front of an academic or scholarly audience

C. Curation:

- Curating or co-curating exhibitions at the regional level or above

- Research or other curatorial work related to an exhibition at the regional level or above

- Serving as an panel expert or juror for exhibitions at the regional level or above

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