

Approved Office of
Provost
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Reappointment, Promotion, and Tenure Guidelines and Criteria

School of Art College of Design, Architecture, Art, and Planning University of Cincinnati

General Information

Faculty should familiarize themselves with their rights and responsibilities as described in the College Faculty Handbook and the A.A.U.P. Member Handbook for University and College policies regarding reappointment, promotion, and tenure, and for the format of the Application File as described in the Provostal Guidelines. Applicants should indicate their intention to apply in writing to the School Director by the first week of the fall quarter of the academic year in which they wish to be considered for promotion or tenure. Criteria and procedures for reappointment, promotion, and tenure in the School of Art are intended to provide consistency of consideration among the faculty in the programs of the School. This recognizes that the nature of each program may call for interpretations relevant to the professions represented by the program.

The Provostal Criteria for RPT may be grouped as Teaching, Professional Work, and Service. Successful applicants will have attained appropriate levels of achievement in a majority of these areas and a satisfactory level of achievement in all areas. Strong performance in one area may counterbalance less distinguished performance in another. Current University and College guidelines will be employed for consideration and disposition of all applications. Applicant's files are expected to provide substantial documentation in support of their review. Promotion to Associate Professor normally includes award of indefinite tenure.

The specifications within the criteria for each of the categories are intended to provide guidance to the faculty member for preparing an organized and supported application file and to the RPT Committee for considering and recommending action on the application.

RPT Committees

Successive considerations of RPT in the College and University rely on the recommendation of the initial School committee for the most immediately and substantively informed evaluation. Composition of the RPT Committee therefore, shall ensure representation for the candidate's professional program. The School of Art RPT Committee, consisting of three members and one alternate, shall be composed of two representatives elected from the Fine Arts program and one from Art History; the alternate, elected from Art Education, shall take the place of one of the representatives from Fine Arts when a candidate from Art Education is under consideration. Full-time faculty are eligible to serve on the School of Art RPT Committee; however, only tenured faculty may serve as chair. In the event that a candidate's teaching and professional work bridge program boundaries, criteria from the most relevant program area(s) as determined by the committee after consultation with the applicant will be employed. Recommendations by the RPT Committee will be based on materials furnished by the faculty member as stipulated by the Provostal Guidelines and supplemented by additional material that the committee deems necessary and relevant corresponding to the current School, College, and University categories of requirements.

1. Degree Requirements:

- A. The terminal degrees in Art Education are the Ed.D. or the Ph.D. The terminal degree in Art History is the Ph.D. In Art Education and in Art History, completion of all degree requirements, except successful defense of the dissertation, may be sufficient for initial appointment as Assistant Professor. Completing the degree within a specified period may be stipulated. The degree requirement for promotion to Associate or Full Professor may be waived where there is an exceptional record of substantial and highly meritorious professional accomplishment.
- B. In Fine Arts, the terminal degree is the M.F.A. Completing the degree within a specified period of time may be stipulated at the first appointment. Professional experience (which may include service at other universities) and seniority may be considered relevant. The degree requirement for promotion to Associate, or Full Professor, may be waived where there is an exceptional record of substantial and highly meritorious professional accomplishment.

II. Teaching:

- A. **General:** Since effective teaching is a primary responsibility for all faculty in the School of Art, an applicant who does not demonstrate a quality of teaching effectiveness appropriate to rank cannot expect to be reappointed, promoted, or granted tenure.
- B. **Criteria:** Indications of teaching effectiveness may include, but are not limited to:
1. formal evaluations by students since the last re-appointment, or promotion;
 2. written evaluations by colleagues and/or former students based on direct observation of teaching, or the results of teaching as indicated by student work and development;
 3. a documented high quality of student work, e.g., demonstrated by slides or exhibitions of student work;
 4. a reputation that earns awards for teaching and/or nominations for awards;
 5. a teaching pattern that has included a substantial proportion of undergraduate and graduate courses which may include lectures, seminars, studios, independent studies, and chairing or participating in graduate studies committees;
 6. improving courses and curricula;
 7. developing and teaching new courses, or innovative approaches to existing courses;
 8. supporting and directing undergraduate or graduate student efforts that lead to awards, exhibitions, grants, honors, or public presentations;
 9. formal advising, informal counselling, and support of student groups and chapters of professional associations, and other means for fostering constructive student/faculty relationships;
 10. attracting students to the discipline;
 11. community recognition which may include invitations to lecture and to teach off-campus.
- C. **Expectation with Respect to Rank:**
1. Reappointment to Assistant Professor: evidence of good teaching; demonstrated effort towards improvement of teaching skills.
 2. Promotion to Associate Professor: evidence of good or excellent teaching methods; activities for maintaining a currency in the concepts and methods in the professional field(s).
 3. Award of tenure is based on the criteria for promotion to Associate Professor.
 4. Promotion to Full Professor: evidence of exemplary teaching; evidence of maintaining a currency in the professional field(s).

III. Professional Work:

A. **General Criteria:** the areas to be considered are creative accomplishment, research, and scholarship as manifested in professional activities that may include but are not limited to exhibitions, lectures, papers delivered at conferences and published papers, articles, and books. Consideration should be given to the possibility that exhibition and publication opportunities are not equally available to all faculty (for various reasons, such as extensive time needed for creation of new work, changing capacities and demands of the art market, etc.).

1. In **Art Education**, research, publication, or professionally related accomplishments will be evaluated for quality and for relevance to the program. Faculty engagement with educational agencies and institutions which will contribute to the improvement of the program and/or the programs of the agencies will be considered as professional activity.
2. In **Art History**, all faculty are expected to be engaged in a continuing program of research likely to result in publication, curatorial responsibilities, and/or other professionally related activities. Demonstrated progress is the standard to be considered for reappointment of tenure-track faculty.
3. In **Fine Arts**, the faculty is committed to the philosophical position that continued involvement in creating art is a prerequisite to sustained, effective teaching. Faculty members are expected to be artists who show evidence of continuing creative efforts. A faculty member who does not continue to be a productive artist cannot expect reappointment or advancement. A faculty member's professional activity can generally be measured by: inclusion in one-person or group exhibitions in galleries and museums; reviews in catalogs, journals, or newspapers; inclusion in public corporate, or private collections; commissions; invitations to jury exhibitions; grants, awards, and fellowship; lectures; conducting workshops; serving on panels and/or other professional activities that enhance one's standing and make a contribution to the discipline.

B. Expectations with Respect to Rank

1. Reappointment as Assistant Professor in the School of Art is based on acceptable performance in all areas of professional effort and indications of further development and recognition of this professional effort.
2. Promotion to Associate professor
 - a. In **Art Education and Art History**, recommendation to Associate Professor is based on substantial accomplishment such as publication in scholarly anthologies or books; journals or their equivalent; presentation of papers at meetings of professional, educational, and civic organizations; active participation in professional conferences; and/or publication (or having a manuscript ready) of a book or monograph by a reputable publisher.
 - b. In **Fine Arts**, recommendation to Associate Professor is based on continuing professional activity, development, and improvement beyond the local community as indicated by a record of regional to national achievement and recognition that could include, e.g., gallery representation and exhibition; invitational and/or juried exhibitions, commissions, collections, grants, awards, and/or fellowships; critical reviews of professional work; peer evaluations; lectures or invitations to be a visiting artist.

3. Award of tenure is based on the criteria for promotion to Associate Professor.
4. Promotion to Full Professor:
 - a. In **Art Education and Art History**, recommendation for promotion to Full Professor is based on substantial accomplishment following promotion to Associate Professor, e.g., a compilation of a body of significant published work that establishes a candidate's reputation in a field of specialization. This should include evidence of research activity signified by the publication of a book, or several significant scholarly articles; by completion of a quality monograph manuscript; by the presentation of papers at professional conferences; by published reception accorded the candidate's scholarship by scholars in the field; or by invitations to review manuscripts and books for leading journals and presses; or by serving as editor, or as a member of an editorial board of a journal or book or series; or serving on review panels for funding agencies; or by participation in professional meetings and service to professional organization; or by winning national or international awards or grants; and/or by appearance in symposia or other forms for the discussion of material related to the candidate's specialty.
 - b. In **Fine Arts**, recommendation for promotion for Full Professor is based on further development and/or improvement and a continuing contribution to the discipline through creative work, research, scholarship, teaching, service, and sustained regional, national, and possibly international exposure and recognition. RPT actions may consider and recognize exceptional cases.

IV. Service:

- A. **General:** Providing service to the School, College, and University; and/or to local, state, national, and/or international professional organizations; and/or to the community, are expected of all successful applicants for reappointment, promotion, and tenure. The service may be in the form of participation in existing activities, or in the initiation of projects. While the service may be of a formal or informal nature, it must be documented and evaluated for consideration.
- B. **Expectations with Respect to Rank:**
 1. Reappointment to Assistant Professor: evidence of a developing history of responsible and active participation in School, College, and University activities; and/or professional organizations; and/or the community.
 2. Promotion to Associate Professor: evidence of responsible and active participation in School, College, and University activities, and/or professional organizations; and/or the community.
 3. Award of tenure is based on the same criteria used for promotion to Associate Professor.
 4. Promotion to Full Professor: evidence of responsible, active participation and/or leadership in the School, College, and University; and/or professional associations or organizations; and/or the community.

V. Additional Considerations for Promotion at Any Level:

Individual efforts to sustain, enhance, or promote the interests of the School, College, University, and/or community that are not recognized in the categories of teaching, professional work, or service may be considered. Service to the community may be realized through activity in any matter pertinent to the faculty member's professional qualifications and/or position at the University.