

# **TEXAS WOMAN'S UNIVERSITY**

## ***Programs in Fashion and Textiles Promotion and Tenure Criteria***

### **Overview**

Programs in Fashion and Textiles are unique programs within the academic structure of Texas Woman's University because fully functional fashion programs rely upon faculty members that possess knowledge and experience in more than one area including art, aesthetics, marketing, retailing, consumer behavior, economics, science, technology, history, culture, production, design, and merchandising. Such multifaceted faculty are necessary to teach the wide variety of complex program classes needed by students who are preparing for the future and will enter the fashion industry as professionals. In order to meet the knowledge and experience demands on an ongoing basis, faculty constantly must engage in a variety of professional activities, especially teaching effectively; researching relevant issues; and serving the profession, community, and university.

### **Philosophy for Promotion Recommendations**

Promotion to a higher professional rank is the expression of achievement and expectation of continued excellence in performance. Promotion shall be recommended on the basis of proven professional ability and demonstrated potential according to the program's and university's criteria of excellence in teaching, scholarship, and service. With every increase in rank, faculty must meet all of the criteria required for promotion as outlined below, accumulate a record of professional growth, and contribute to Programs in Fashion and Textiles, the university, and the profession. Faculty who are hired with credit towards promotion may use prior accomplishments to demonstrate ongoing scholarly productivity.

In considering promotion recommendations for faculty members in Programs in Fashion and Textiles, peer reviewers and administrators at the various levels of review must note carefully the teaching assignments and workloads of applicants in addition to the applicants' records of scholarship and service. Ultimately, it is the responsibility of all candidates for promotion to be aware of the requirements and procedures of Programs in Fashion and Textiles, the college, and the university.

### **Summary**

The following program criteria have been established as the minimum requirements for promotion and/or tenure into Programs in Fashion and Textiles at Texas Woman's University. In all categories and within each level under Program Criteria, quality, as well as quantity, of work will be considered. In addition, there is no precise formula for assigning proportional weight to each of the criteria, however, a balance of contributions across all categories is expected.

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TWU Requirements (General) (See Board of Regents Policy 5.06 for complete requirements)

<b>University Standards – Tenure Track Faculty <i>General</i> Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Completion of appropriate terminal academic degree or its equivalent as defined by the academic unit.</li> <li>• Demonstration of current capability and desire for excellence in teaching, scholarship and service</li> <li>• Demonstrated potential for significant accomplishments in these three areas.</li> </ul>	<ul style="list-style-type: none"> <li>• Normally, candidate will have served full time a minimum of 6 years at the rank of Assistant Professor at the college or university level and at least 2 years at TWU in that rank.</li> <li>• Demonstrated significant contributions in teaching, advising or other instructional activities; scholarship, research and/or other creative activities; and university, professional and public service.</li> </ul>	<ul style="list-style-type: none"> <li>• Normally, candidate will have completed at least 6 years as Associate Professor at the college or university level and served full time at least 4 years at TWU as Associate Professor.</li> <li>• Demonstration of continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching, advising or other instructional activities; scholarly research and/or other creative activities; and professional, university and public service.</li> <li>• Sustained records of exceptional quality will be demonstrated. Promotion to the rank of Professor is in recognition of attainment rather than <i>length of service</i>.</li> </ul>

<b>Programs in Fashion and Textiles Criteria – Tenure Track Faculty <i>General</i> Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Have completed a Ph.D. in a fashion-related area such as merchandising, retailing, production, fashion design, design, and/or textiles.</li> <li>• Demonstrate the capability and desire for excellence and significant accomplishments in teaching, scholarship, and service.</li> </ul>	<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate significant contributions in teaching and other instructional activities; scholarship, research, and/or other creative activities; and university, professional, and/or public service.</li> <li>• Demonstrate developing and sustaining partnerships relevant to the discipline with industry and community members to enhance teaching, scholarship, and service activities.</li> <li>• Demonstrate collegial relationships, defined as professional cooperation with colleagues, within the component, college, university, and profession.</li> </ul>	<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching and other instructional activities; scholarship, research, and/or other creative activities; and university, professional, and/or public service.</li> <li>• Demonstrate leadership in developing and sustaining partnerships relevant to the discipline with industry and community members to enhance teaching, scholarship, and service activities for personal as well as program enhancement.</li> <li>• Demonstrate collegial relationships, defined as professional cooperation with colleagues, within the component, college, university, and profession.</li> </ul>

	<ul style="list-style-type: none"><li>• Contribute in a positive way to the mission of the component, college, and university.</li></ul>	<ul style="list-style-type: none"><li>• Demonstrate leadership and serve as a mentor within the component and college.</li><li>• Contribute in a positive way to the mission of the component, college, and university.</li></ul>
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<b>University Standards – Tenure Track Faculty <i>Teaching</i> Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate a current capability and desire for excellence in teaching, as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching;</li> <li>• Participate effectively in course development and evaluation;</li> <li>• Obtain membership on the Graduate Faculty in components with graduate programs.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching;</li> <li>• Demonstrate leadership in the development of academic programs;</li> <li>• Maintain full membership on the Graduate Faculty in components with graduate programs;</li> <li>• Serve as a resource to other faculty.</li> </ul>

<b>Programs in Fashion and Textiles Criteria – Tenure Track Faculty <i>Teaching</i> Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate the capability and desire for excellence in teaching.</li> <li>• Demonstrate the ability to present material clearly.</li> <li>• Demonstrate current knowledge of subject matter within the discipline.</li> </ul>	<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of class preparation and management including development of course syllabi, adequate coverage of material, teaching methods, and student evaluation methods.</li> <li>• Demonstrate the ability to present material clearly.</li> <li>• Consistently receive student feedback regarding teaching appropriate to the desired learning outcomes of the courses.</li> <li>• Demonstrate current knowledge of subject matter within the discipline.</li> <li>• Participate in course development, enhancement, and modification.</li> <li>• Demonstrate knowledge of the use of current instructional or industry-based technologies, and integrate appropriate technologies into classroom situations for instruction and learning.</li> </ul>	<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence and leadership to other faculty in aspects of class preparation and management including development of course syllabi, adequate coverage of material, teaching methods, and student evaluation methods</li> <li>• Demonstrate the ability to present material clearly.</li> <li>• Consistently receive student feedback regarding teaching appropriate to the desired learning outcomes of the courses.</li> <li>• Demonstrate current knowledge of subject matter within the discipline.</li> <li>• Demonstrate leadership in overall program and individual course development and evaluation as well as course enhancement and modification.</li> <li>• Demonstrate knowledge and use of current instructional or industry-based technologies, and integrate appropriate technologies into classroom situations for instruction and learning.</li> </ul>

	<ul style="list-style-type: none"><li>• Continuously work on professional development through interaction with industry members, attendance at professional and/or industry meetings and conferences, and analysis of current industry data.</li></ul>	<ul style="list-style-type: none"><li>• Document a program of continuous professional development through interaction with industry members, attendance at professional and/or industry meetings and conferences, and analysis of current industry data.</li><li>• Serve as a teaching resource to other faculty.</li></ul>
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<b>University Standards – Tenure Track Faculty <i>Scholarship and Other Creative Activity</i> Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in research and creative activities;</li> <li>• Share the results of the scholarly work in peer reviewed forums;</li> <li>• Seek internal or external funding, as appropriate to the field.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Document a program of research and/or creative activities;</li> <li>• Serve as a research/creative mentor to colleagues/graduate students;</li> <li>• Seek and/or secure internal or external funding, as appropriate to the field;</li> <li>• Disseminate the results of scholarly work in peer reviewed forums.</li> </ul>

<b>Programs in Fashion and Textiles Criteria – Tenure Track Faculty <i>Scholarship and Other Creative Activity</i> Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate the capability and desire for excellence in initiating a program of scholarly inquiry appropriate to the discipline through research, scholarship, and/or creative work activities.</li> <li>• Demonstrate an understanding of the importance and methods of dissemination of results of research, scholarship, and/or creative work activities.</li> </ul>	<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in scholarly inquiry and progress toward attaining recognition as a scholar appropriate to the discipline through research, scholarship, and/or creative work activities.</li> <li>• Disseminate the results of research, scholarship, and/or creative work activities through publications, presentations, and/or exhibitions appropriate in form and to the discipline in local, state, regional, and/or national peer-reviewed forums.</li> <li>• Seek internal funding and/or local, regional, or state external funding for research, scholarship, and/or creative work activities as appropriate to the discipline.</li> </ul>	<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate consistent excellence in scholarly inquiry and achievement of recognition as a scholar appropriate to the discipline through research, scholarship, and/or creative work activities.</li> <li>• Disseminate the results of a program of research, scholarship, and/or creative work activities consistently through publications, presentations, and/or exhibitions appropriate in form and to the discipline in national and/or international peer-reviewed forums.</li> <li>• Seek state or national external funding for research, scholarship, and/or creative work activities as appropriate to the field.</li> <li>• Serve as a mentor to colleagues for research, scholarship, and/or creative activities.</li> </ul>

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<b>University Standards – Tenure Track Faculty <i>Service</i> Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college and university;</li> <li>• Demonstrate leadership within the component and college;</li> <li>• Participate in recruitment, advising, and mentoring of students;</li> <li>• Demonstrate active involvement in professional and/or community organizations.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college and university;</li> <li>• Demonstrate leadership within the university;</li> <li>• Demonstrate leadership within professional and/or community organizations;</li> <li>• Serve as a mentor to students/student organizations.</li> </ul>

<b>Programs in Fashion and Textiles Criteria – Tenure Track Faculty <i>Service</i> Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Demonstrate the capability and desire for excellence and significant accomplishments in service to the program, university, profession, and community.</li> </ul>	<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college, and university.</li> <li>• Demonstrate contributions within the component and college by serving on program, school, college, and/or university committees and/or participating in program, school, college, and/or university events.</li> <li>• Participate in student recruitment through attendance at organized recruiting events, and correspondence and/or interaction with potential students.</li> <li>• Effectively advise all assigned students according to program-approved procedures.</li> <li>• Advise and/or mentor students and student organizations.</li> </ul>	<p>Candidate should:</p> <ul style="list-style-type: none"> <li>• Serve as a leader in contributing in a positive way to the mission of the component, college, and university.</li> <li>• Serving in leadership roles on program, school, college, and/or university committees and/or in activities related to program, school, college, and/or university events.</li> <li>• Demonstrate leadership in student recruitment through attendance at organized recruiting events, correspondence and interaction with potential students, and the development and/or extension of program recruitment activities.</li> <li>• Effectively advise all assigned students according to program-approved procedures.</li> <li>• Advise and/or mentor students and student organizations.</li> <li>• Demonstrate leadership in professional organizations by maintaining memberships, seeking out leadership positions, and completing activities such as scholarly abstract and paper review, and meeting and/or committee responsibilities.</li> </ul>

	<ul style="list-style-type: none"><li>• Maintain memberships in professional organizations and be involved through activities such as scholarly abstract and paper review, and meeting and/or committee responsibilities.</li><li>• Interact with current industry and community partners in ways that benefit the program and program students.</li></ul>	<ul style="list-style-type: none"><li>• Interact with current industry and community partners and demonstrate leadership in developing new partnerships in ways that benefit the program and program students.</li></ul>
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## **Tenure in Programs in Fashion and Textiles Texas Woman's University**

Although the tenure decision routinely coincides with the decision for promotion within the tenured ranks, there are occasions in which the tenure decision occurs in isolation from promotion to a higher rank. In these instances, the guidelines below are in effect:

### **Criteria for Tenure for Associate Professor**

The candidate must meet all of the criteria required for promotion to Associate Professor as set forth by Programs in Fashion and Textiles in the document "Promotion and Tenure Track Requirements." In addition, a candidate who is hired with credit towards tenure may use prior accomplishments to demonstrate ongoing scholarly productivity. Finally, the following two criteria will be given special consideration:

1. The candidate will have demonstrated collegial relationships and professional cooperation in the academic unit.
2. The candidate will provide evidence of continued productivity in teaching, scholarship, and service consistent with program needs as well as the goals and mission of Programs in Fashion and Textiles and Texas Woman's University.

### **Criteria for Tenure for Professor**

The candidate must meet all of the criteria required for promotion to Professor as set forth by Programs in Fashion and Textiles in the document "Promotion and Tenure Track Requirements." In addition, a candidate who is hired with credit towards tenure may use prior accomplishments to demonstrate ongoing scholarly productivity. Finally, the following two criteria will be given special consideration:

1. The candidate will have demonstrated collegial relationships and professional cooperation in the academic unit.
2. The candidate will provide evidence of continued productivity in teaching, scholarship, and service consistent with program needs as well as the goals and mission of Programs in Fashion and Textiles and Texas Woman's University.

05/05/08 Approved by FEDC, University Promotion and Tenure Committee, and Provost