

TEXAS WOMAN'S UNIVERSITY
Promotion and Tenure Track Requirements
College of Arts and Sciences • School of the Arts • Department of Visual Arts

University Standards / Tenure Track Faculty

TWU Requirements (General) (See Board of Regents Policy 5.06 for complete requirements)		
Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Completion of terminal degree in academic discipline. • Demonstration of capability and desire for excellence in teaching, scholarship and service. • Demonstrated potential for significant accomplishments in all three areas. 	<ul style="list-style-type: none"> • Normally candidate shall have served full time a minimum of 6 years in the rank of Assistant Professor and at least 2 years at TWU in that rank. • Demonstrated significant contributions in teaching, advising, scholarship, research and/or other creative activities and university, professional and public service. 	<ul style="list-style-type: none"> • Normally candidate shall have served full time a minimum of 6 years as Associate Professor and full time at least 4 years at TWU as Associate Professor. • 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; professional, university and public service. • Exceptional quality shall be demonstrated. Promotion to the rank of Professor is in recognition of attainment rather than <i>length of service</i>.

Department of VISUAL ARTS Criteria – Tenure Track Faculty General Requirements		
Assistant Professor	Associate Professor	Professor
<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate <u>potential for</u> attainment of national recognition • Have completed a terminal degree in academic discipline (Ph.D in Art History, or Ph.D or Ed.D in Art Education, or a related specialty in the Arts, or MFA in Studio Art or Design, or a related specialty in the Arts). • Demonstrate capability and desire for excellence in teaching, scholarship and service • Demonstrate potential for significant accomplishments in all three areas 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate <u>progress toward</u> attainment of national recognition in scholarship and demonstrate excellence in teaching and service • Demonstrate significant contributions in teaching, advising, scholarship, research and/or other creative activities and university, professional and public service 	<p>Candidate must:</p> <ul style="list-style-type: none"> • <u>Attain national recognition</u> in scholarship and demonstrate exceptional quality in teaching, scholarship, and service. Promotion to the rank of Professor is <u>in recognition of attainment</u> rather than length of service • Demonstrate 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; professional, university and public service

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TWU Requirements for Teaching (See Board of Regents Policy 5.06 for complete requirements)		
Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Candidate should demonstrate a current capability and desire for excellence in teaching, as well as potential for significant accomplishments in this area. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Participate effectively in course development and evaluation; • Obtain membership on the Graduate Faculty, in components with graduate programs. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Demonstrate leadership in the development of academic programs; • Maintain full membership on the Graduate Faculty, in components with graduate programs; • Serve as a resource to other faculty.

Department of VISUAL ARTS Criteria – Tenure Track Faculty Teaching Requirements		
Assistant Professor	Associate Professor	Professor
Candidate must: <ul style="list-style-type: none"> • Demonstrate capability and desire for excellence in teaching in the specific art studio areas, graphic design, art history or art education 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching graduate and undergraduate courses in the specific art studio areas, graphic design, art history or art education • Participate in the development of academic programs • Participate in curriculum improvement, course development, course enhancement and on-going program evaluation in the specific discipline • Effectively create and implement teaching materials • Obtain and maintain at minimum, Associate Graduate Faculty status with service on thesis, professional paper, MA or MFA exhibition committees • Demonstrate involvement in fostering scholarly and/or creative development of students • Demonstrate professional and interdisciplinary relationships to strengthen teaching • Effectively oversee & manage facilities (if applicable) 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching graduate and undergraduate courses and demonstrate leadership in fostering educational excellence in the specific art studio, graphic design, art history or art education • Demonstrate leadership in the development of academic programs across the component, college and university • Demonstrate leadership in curriculum improvement, course development, course enhancement and on-going program evaluation • Effectively create and implement teaching materials • Maintain full membership on the Graduate Faculty in components with graduate programs if teaching or supervising graduate students • Demonstrate success in fostering scholarly and/or creative development of students • Serve as a mentor to other faculty • Demonstrate leadership in establishing professional and interdisciplinary relationships to strengthen teaching • Effectively oversee & manage facilities (if applicable)

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TWU Requirements for Scholarship & Other Creative Activities (See Board of Regents Policy 5.06 for complete requirements)		
Assistant Professor	Associate Professor	Professor
<p>Candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</p>	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in research and creative activities; • Share the results of the scholarly work in peer reviewed forums; • Seek internal or external funding, as appropriate to the field. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Document a program of research and/or creative activities; • Serve as a research/creative mentor to colleagues/graduate students; • Seek and/or secure internal or external funding, as appropriate to the field; • Disseminate the results of scholarly work in peer reviewed forums.

Department of VISUAL ARTS Criteria – Tenure Track Faculty Scholarship Requirements		
Assistant Professor	Associate Professor	Professor
<p>Candidate must: Demonstrate potential for <u>attainment of</u> and a commitment to excellence</p>	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate <u>progress toward</u> attainment of national recognition as a scholar • Show evidence of currency in field by attending and participating in exhibitions, regional or national meetings or conferences • Show evidence that excellent scholarly and/or creative activities are being attained by one or more of the following activities: <ul style="list-style-type: none"> ✓ Submission & acceptance of work in regional or national exhibitions. ✓ Pursuit and development of design projects for business and industry in the appropriate discipline. ✓ Submission and acceptance of juried/refereed research for publication. ✓ Submission of external or internal grant proposals. ✓ Creation and/or implementation of teaching materials. ✓ Documentation of scholarly and/or creative activities. ✓ Presentations or demonstrations at workshops, regional or nat'l meetings or lectures at exhibitions, museums & universities and appropriate professional venues. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate the <u>attainment of</u> national recognition as a scholar • Show evidence of currency in field by attending and participating in exhibitions, regional and national meetings or conferences and exhibits leadership in professional organizations appropriate to the discipline • Show evidence that outstanding scholarly and or creative activities are being attained by any two or more of the following activities: <ul style="list-style-type: none"> ✓ Submission and acceptance of work in regional, national or international exhibitions. ✓ Pursuit, development, acceptance and completion of design projects for business or industry in the appropriate discipline. ✓ Submission, acceptance and publication of research in nationally recognized refereed journals. ✓ Submission and approval of external grant proposals. ✓ Creation and/or implementation of teaching materials. ✓ Presentations or demonstrations at national meetings or lectures at exhibitions, museums & universities and appropriate professional venues.

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TWU Requirements for Service (See Board of Regents Policy 5.06 for complete requirements.)		
Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Candidate should demonstrate a current capability and desire for excellence in teaching, as well as potential for significant accomplishments in this area. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Participate effectively in course development and evaluation; • Obtain membership on the Graduate Faculty, in components with graduate programs. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Demonstrate leadership in the development of academic programs; • Maintain full membership on the Graduate Faculty, in components with graduate programs; • Serve as a resource to other faculty.

Department of VISUAL ARTS Criteria– Tenure Track Faculty Service Requirements		
Assistant Professor	Associate Professor	Professor
Candidate must: <ul style="list-style-type: none"> • Demonstrate commitment to participate in department committees and activities 	Candidate must: <ul style="list-style-type: none"> • Participate in department committees • Participate in university committees • Attend and/or participate in community art events and related design or art projects • Mentor and advise students • Participate in student recruitment • Provide expertise to the university or community including but not limited to the following: <ul style="list-style-type: none"> ✓ Serve as a juror for exhibits ✓ Serve on art agency, gallery or museum committees or boards or other appropriate professional organizations ✓ Develop and participate in other community related projects ✓ Serve as a mentor to students/student organizations 	Candidate must: <ul style="list-style-type: none"> • Participate and provide leadership in department committees • Participate and provide leadership in university committees • Attend, participate and provide leadership in community art events and related design or art projects • Mentor and advise students • Participate in student recruitment • Provide expertise to the university or community including but not limited to the following: <ul style="list-style-type: none"> ✓ Serve as a juror and/or curator for exhibits ✓ Serve on art agency, gallery or museum committees or boards or other appropriate professional organizations ✓ Develop, participate and provide leadership in other community related projects ✓ Serve as a mentor and provide leadership to students and/or student organizations

TEXAS WOMAN'S UNIVERSITY
Peer Review Committee Criteria and Tenure Requirements
College of Arts and Sciences ▪ School of the Arts ▪ Department of Visual Arts

Criteria for Tenure

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 and Professor:

The candidate must meet all of the criteria required for promotion to the respective rank of Associate Professor or Professor as set forth by the component (e.g., Department of Visual Arts) in the document, "Promotion and Tenure Track Requirements."

In addition, the following two criteria will be given special consideration:

The candidate must:

- Demonstrate collegial relationships and professional cooperation in the academic unit.
- Provide evidence of continued productivity in teaching, scholarship, and service consistent with program needs, as well as the goals and mission of the academic unit, Visual Arts and the institution.