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| **College** | **Herberger Institute for Design and the Arts** |
| **Unit** | **School of Art** |
| **Document** | **Fixed-Term Criteria** |

**Unit and college approval**

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| **Date of approval by the faculty** | **November 21, 2018** |
| **Date of review by the dean** | **November 30, 2018** |

**Provost office approval**

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| **Vice Provost for Academic Personnel** | **Date** |

Herberger Institute for Design and the Arts

School of Art

Fixed-Term Criteria

Approved by the Faculty 11/21/2018

Reviewed by the Dean 11/30/2018

Herberger Institute for Design and the Arts

School of Art (November 1, 2018)

**PROMOTION CRITERIA FOR FIXED-TERM FACULTY**

Fixed-term faculty in the School of Art at Arizona State University include lecturers. It is usual for fixed-term faculty in the School of Art to have responsibility assignments that are 100% teaching and service combined. While teaching is typically the focus of lecturer appointments, service activities can be a component of the appointment. Evidence of service, in addition to teaching, is highly valued and seen as contributing to overall faculty effectiveness. Eligibility for promotion for fixed-term faculty is determined by the latest version of university policies. Eligible candidates will be evaluated using the criteria outlined below and the qualifications outlined for the individual job titles.

**Lecturer, Senior Lecturer, Principal Lecturer**

**Teaching**

Candidates shall demonstrate excellence in teaching effectiveness. Teaching effectiveness includes accomplishments in regular classes, independent studies, senior projects, mentoring and in other instructional contexts.

Teaching effectiveness includes, but is not limited to, the following areas listed in unranked order:

* Knowledge of, and currency in, the subject matter: The candidate has the qualifications and experience to teach the subject matter and remains current in their knowledge.
* Course development: The candidate has demonstrated the ability to develop course content, appropriate assignments, and methods to evaluate student learning.
* Effective communication and pedagogy: The candidate has demonstrated the ability to communicate and impart knowledge effectively using appropriate and innovative strategies.
* Interpretation of course objectives: The candidate has demonstrated the ability to effectively interpret and apply course objectives.
* Mentorship of intellectual and creative abilities of students: The candidate has demonstrated the ability to cultivate intellectual and creative abilities of students, with a focus on consistently excellent or improved outcomes for students’ professional development.
* Student participation: The candidate has demonstrated concern for student participation and progress.
* Fairness: The candidate has been fair and impartial in the evaluation of student work.
* Standards: The candidate has maintained high academic and ethical standards.
* Administrative functions: The candidate fulfills administrative tasks related to instruction in a timely and well-informed manner.
* Ratings: Annual peer evaluations are rated as satisfactory or higher, and overall student course evaluation ratings are within the School median or higher.

**Service**

If service is a component of the negotiated Distribution of Effort, candidates shall demonstrate sustained accomplishments which benefit either the school, university, and professional or other communities. Service activities are critical to creating an environment for successful student learning.

Service includes but is not limited to the following areas listed in unranked order:

* Effective academic advising to individual students and student organizations
* Leadership in improving student recruitment and/or retention
* Leadership in organizing and implementing student and/or community engagement activities
* Attendance and participation in area and/or School faculty meetings
* Evidence of mentoring new faculty, faculty associates or graduate students
* Membership and chairing of School or university committees or task forces
* Contribution to revising School policies, procedures or curricula
* Service as an officer in a regional, national, or international arts-related professional organization
* Chairing committees or conferences for state and national professional or academic organizations, or acting as representative to professional organizations

**Lecturer, Senior Lecturer, Principal Lecturer**

Lecturers are fixed-term faculty members with responsibilities that may include teaching and service, supervision of student learning, professional development, and/or administrative duties related to the School of Art. Candidates for the positions of Senior or Principal Lecturers generally hold terminal graduate degrees. To be considered for promotion to Senior Lecturer, a candidate must have a minimum of five years of college-level teaching experience or equivalent qualifications and experience at ASU or a peer institution. For promotion to Principal lecturer, the candidate must have a minimum of seven years of college-level teaching experience or equivalent qualifications and experience at ASU or a peer institution. However, promotion recognizes a quality of work higher than that expected for renewal and is not based solely on time in rank. Candidates must demonstrate excellence in position effectiveness, including excellence in teaching, and in service to the school, university or profession if this is negotiated in the Distribution of Effort.

Minimum qualifications for the Academic Rank of Lecturer:

1.     Candidate has a graduate degree or equivalent professional practice experience appropriate to the assignment.

2.     Candidate demonstrates commitment to and evidence of excellence in teaching.

3.     There is evidence of potential for effective service to the unit and school.

Minimum qualifications for the Academic Rank of Senior Lecturer:

1.     Candidate has a terminal degree or equivalent professional practice experience appropriate to the assignment.

2.     Candidate demonstrates evidence of a minimum of five years of successful college-level teaching experience or equivalent qualifications and experience at ASU or a peer institution.

3. Candidate demonstrates evidence of instructional innovation.

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Reviewed by the Dean 11/30/2018

4.     Candidate has contributed to curriculum development.

5. Candidate demonstrates evidence of effective service to the School of Art.

Minimum Qualifications for the Academic Rank of Principal Lecturer:

1.     Candidate has a terminal degree or equivalent professional practice experience appropriate to the assignment.

2.     Candidate has demonstrated evidence of a minimum of seven years of successful college-level teaching experience or equivalent qualifications and experience at ASU or a peer institution.

3. Candidate has demonstrated evidence of instructional innovation.

4.     Candidate has demonstrated leadership in curriculum development.

5. Candidate demonstrates evidence of effective service to the School of Art.