Art Education Standards for Contractual Evaluation

I. Departmental Overview

Faculty in the Department of Art Education who are to be evaluated under the contract between the AFT and the Board of Trustees are expected to contribute to the mission of the University in teaching, research, professional and scholarly activity, and service to the University and the public as specified in the contract. This document provides examples of the types of contributions in each of these areas that will be credited toward promotion and evaluation. These should be understood in the context of the Department of Art Education's commitment to teaching and advising that will enhance the education of Art Education majors and students across the College of Visual and Performing Arts. Research and professional activity will contribute to the profession of art education and to the University's general education goals; the campus's aspirations for doctoral status; and service that responds to the immediate and long term goals of the department, college, university.

While certain aspects of a single project may be counted under different categories, no single item or activity may be counted in more than one category. Additionally, activities and publications completed prior to employment at UMass Dartmouth will not normally count toward meeting the evaluative criteria for contract renewal and promotion. Similarly, accomplishments counted in qualifying for the rank of Associate Professor will not count in qualifying for the rank of Professor.

At UMass Dartmouth the contributions of all active faculty are reviewed annually. These annual reviews are considered opportunities for measuring progress toward the next faculty rank. It is expected that the annual faculty activity reports of members of the Art Education Department will demonstrate a sustained pace of accomplishment in each of the categories identified below that will qualify them for the department's positive recommendation at the next contractual review. Similarly, in contractual reviews close attention will be paid to a candidate's continuing development of a record of appropriate achievement.

II. General Considerations for all Contract Renewals, Tenure, and Promotions

These standards apply to faculty hired after May 31, 2009. In making appointments to the ranks of Professor or Associate Professor, a candidate's record of publication of authored and/or edited books, authored chapters in books, authored articles published in scholarly journals, editorial duties for scholarly journals, and grant writing, as well as professional artistic achievements, all of which contribute to the advancement of knowledge in the field of Art Education shall be a major consideration in determining eligibility. Success in the art and practice of teaching shall be assumed as a basic requirement for initial and continuing employment in all academic positions.

In Art Education the *terminal qualification is defined as* a doctorate (Ed.D or Ph.D.) in Art Education, Education, or a related field.

A. Teaching Effectiveness and Advising

Teaching effectiveness as assessed by the FEC will be based on analysis of the results of student surveys, course syllabi, examinations, class assignments, teaching methods, peer visitations, portfolios, and other evidence agreed upon by the department. The quantity and quality of academic advising of students majoring in the department, graduate student research advising, and advising of students enrolled in the faculty member's own classes shall be considered in this category.

B. Scholarship and Professional Activities

Scholarship and creative research is understood as being externally validated. Research may include conducting research studies/external program evaluations, professional publication in journals and books, presentations at conference proceedings, as well as grant writing. In addition, as determined by the Department of Art Education, a portion of the scholarly research listed above may also include arts-based research practices such as art work recognized for inclusion in juried exhibitions, publication of art work in peer reviewed journals, reviews of work, listings on websites, and theater production design.

Professional activities are evidenced by one's contribution to the academic discipline of art education or for which the faculty was encouraged by the department to develop and/or use to assist external organizations due to professional expertise. Professional activities may include scholarly consultation, serving as juror in an exhibition, holding office, committee or board membership in professional organizations, service to one's profession, participatory attendance at professional meetings and seminars, and continuation of one's own professional development.

Examples of professional publications are too numerous to list all possibilities, however, these may include but are not limited to peer reviewed journals that are considered rigorous and respected in the field of art education such as:
Studies in Art Education; Visual Arts Research; Art Education; International Journal of Education through Art; International Journal of Education and the Arts; Arts Education Policy Review. Publications in peer reviewed journals in related fields such as education, social sciences, research methodologies, art integration, art and design are also acceptable and encouraged as they contextualize the perspective of art education in the broader field such as the social sciences, visual arts, and research arenas. Participation in professional organizations include but are not limited to: On the international level -- International Society of Education through Art (InSEA); On the national level-- The National Art Education Association (NAEA), The American Educational Research Association (AERA), United States Society for Education through Art UsSEA, College Art Association (CAA), National Arts and Learning Council (NALC); On the regional Level—The New England Educational Research Organization (NEERO); On the state level—The Massachusetts Art Education Association (MAEA), Massachusetts Arts Education Collaborative (MAEC), Massachusetts Board of Education Arts Advisory Council, federal and state Departments of Education, and other selective academic organizations including interdisciplinary venues through which the knowledge of art education is expanded to other education communities.

C. University Service
University service includes service to the department, school, college, university, university system, committee work, participation in structured programs such as freshman advising, transfer student advising, advising centers, interdisciplinary and multi-disciplinary program advising, and advising student organizations and clubs.

D. Public Service
Public service includes participation in community affairs and consultation associated with one's area of professional competence.

III. Standards for 3rd and 4th Year Contract Renewal
The standards for 3 rd & 4th year contractual renewal are also the standards used for the Department for yearly faculty evaluation.

A. Teaching Effectiveness and Advising
1. Excellent (Satisfactory plus three of the following) Examples include but are not limited to the following:
Achieving a very good rating in student course ratings; analyzing results of student course ratings and adjusting courses to reflect improvements; proposing new courses and creating new course materials to enhance student learning; documenting excellent syllabi; demonstration of excellent pedagogy; enhancing learning environments by using technologies and new media; conducting Independent Studies or Directed Studies courses; teaching courses for other departments or programs in the University and/or collaborating in team teaching of courses within the college; participating in peer teaching evaluation groups; arranging and supervising internships and other off campus learning modules; creating and/or teaching Professional Development courses for K-12 educators, on campus and at regional, national, or international venues; supervising graduate Capstone, thesis, or dissertations; serving on graduate Capstone, thesis, or dissertation committees.
2. Very Good (Satisfactory plus two from the previous)
3. Satisfactory
Teaching assigned courses as described in the Course Listings; meeting regularly with groups of students; creating syllabi and instructional materials that are consistent with course descriptions; posting and maintaining regular office hours and making oneself available for individual consultation on matters pertaining to one's courses; advising students on curricular and other pertinent matters; meeting objectives of the programs and curricula of the Department; demonstrating knowledge of teacher licensure and graduation requirements; participating in assessment of student learning and program outcomes.
4. Unsatisfactory
Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

B. Scholarship and Professional Activities
Examples may include: peer-reviewed presentations of papers; evidence of authorship of scholarly articles in professional publications or other major media, participation in panels or professional meetings, or, by invitation at other institutions; participation on Editorial and Review Boards for major peer reviewed journals and publications in art education and related fields; published or publishable work in criticism or theory of art education and

related fields; evidence of original publications or presentations on pedagogy and education related issues of significance to the field; external funding of grants; performance of a leading or critical role in distinguished professional organizations; participation, either on panel or individually, as a judge of the work of others in the same or allied academic fields; citation of the faculty member's work(s); published material about the individual in professional publications or other major media; receipt of prizes or awards for outstanding achievement in scholarship or professional activities; attendance at meetings of scholarly organizations; scholarly consultations; professional contributions to cultural institutions, government agencies, and non-profit organizations, arts-based research practices, non-juried/non-invitational exhibitions of work.

1. Excellent
Presentation of paper(s) at juried national/international academic meetings:
submission of work for juried publication or equivalent professional or arts-based research practices; submission of grant proposals to support scholarly activities that advance knowledge in the field.
2. Very Good
Development of dissertation into publishable, peer reviewed document(s) or equivalent professional or disciplinary activity; attendance at scholarly meetings.
3. Satisfactory
Preparation of one's work for publication or exhibition; involvement with a professional or disciplinary organization.
4. Unsatisfactory
Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

C. University Service
1. Excellent
Heading a department or college committee. Serving as department chairperson or program director.
2. Very Good
Positive participation in department committees or individually assigned projects.
3. Satisfactory
Compliance with contractual provisions for service, e.g., submission of documents for annual evaluation; participation in department meetings.
4. Unsatisfactory
Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

D. Public Service
1. Excellent
Sustained contribution to an external organization related to one's disciplinary expertise.
2. Very Good
Contribution to an external organization related to one's disciplinary expertise.
3. Satisfactory
Membership in external an organization related to one's disciplinary expertise.
4. Unsatisfactory
Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

IV. Standards for 5th and 6th Year Contract Renewal

These standards reflect a sustained performance as well as an increase in activity and recognition leading to tenure and promotion to Associate Professor.

A. Teaching Effectiveness and Advising

1. Excellent

As identified for third and fourth year contact renewal.

2. Very Good

As identified for third and fourth year contact renewal.

3. Satisfactory

Continuation of activity in areas identified as satisfactory for third and fourth year contact renewal.

4. Unsatisfactory

Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

B. Scholarship and Professional Activities

1. Excellent

Two articles having final approval from the publisher for publication and one article submitted for publication in referred journals, or equivalent professional or arts-based research practices.

2. Very Good

Two articles submitted for publication in peer reviewed journals and one in final draft form, or equivalent professional or arts-based research practices.

3. Satisfactory

One article completed and ready for submission and a draft version of another or equivalent professional or arts-based research practices.

4. Unsatisfactory

Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

C. University Service

1. Excellent

Same as very good plus service on one college committee.

2. Very Good

Same as satisfactory plus leading one department committee.

3. Satisfactory

Compliance with contractual provisions for service, e.g., submission of documents for annual evaluation.

Participation in department meetings.

4. Unsatisfactory

Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

D. Public Service

1. Excellent

Sustained contribution to an external organization related to one's disciplinary expertise.

2. Very Good

Contribution to an external organization related to one's disciplinary expertise.

3. Satisfactory

Membership in external an organization related to one's disciplinary expertise.

4. Unsatisfactory

Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

V. Standards for Tenure and Promotion to Associate Professor

For appointment as an Associate Professor, a candidate must possess the appropriate terminal degree in Art Education or related field (Ph.D. or Ed.D.), *and must have had considerable academic or professional experience beyond the level which would warrant an appointment as Assistant Professor*; must have a record of achievement sufficient to have gained substantial recognition on and off campus from scholars or professionals in the field of art education; *and must show promise of continuing professional development and achievement*. Pursuant to the Agreement between the Faculty Federation and the Board of Trustees, faculty or professionals external to the University who are experts in the field of art education will review the candidate's scholarship, assessing their contribution to the field as well as his/her recognition as a scholar in the field.

A. Teaching Effectiveness and Advising

1. Excellent

Continuation of activity in areas identified as excellent for third and fourth year contract renewal over the duration of the review period.

2. Very Good

Continuation of activity in areas identified as very good for third and fourth year contract renewal over the duration of the review period.

3. Satisfactory

Continuation of activity in areas identified as satisfactory for third and fourth year contract renewal over the duration of the review period.

4. Unsatisfactory

Failure to meet standards of satisfactory performance or address recommended areas for improvement during the review period.

B. Scholarship and Professional Activities

Peer reviewed publications and conference presentations are the primary standard by which tenure shall be judged. Arts-based research practices such as art work recognized for inclusion in juried or peer reviewed exhibitions shall be considered during review for tenure but shall not be considered as primary.

1. Excellent

Four articles in peer reviewed journals (having final approval from the publisher for publication) along with no less than 6 peer reviewed conference presentations at national and/or international venues. The following may also be considered in place of published articles: Contributions in a book will count as one article: a book chapter (having final approval from the publisher for publication) will count as two articles; a book (having final approval from the publisher for publication) will count as three articles. A peer reviewed grant will count as one article. Arts-based research practices such as art work recognized

for inclusion in national juried exhibitions will be count in as the following: three national peer reviewed exhibits will count as one article. The inclusion of these three reviewed national exhibits in the tenure dossier shall be a one time inclusion. More than three exhibits will not count toward tenure.

2. Very Good

Three articles in peer reviewed journals (having final approval from the publisher for publication) and two submitted in draft form, along with no less than 4 peer reviewed conference presentations at national and/or international venues. The following may also be considered in place of published articles: Contributions in a book will count as one article: a book chapter (having final approval from the publisher for publication) will count as two articles; a book (having final approval from the publisher for publication) will count as three articles. A peer reviewed grant will count as one article. Arts-based research practices such as art work recognized for inclusion in national juried exhibitions will be count in as the following: three national peer reviewed exhibits will count as one article. The inclusion of these three reviewed national exhibits in the tenure dossier shall be a one time inclusion. More than three exhibits will not count toward tenure.

3. Satisfactory

Two articles submitted in peer reviewed journals (having final approval from the publisher for publication) and one submitted in draft form, along with continued peer reviewed conference presentations at national and/or international venues. The following may also be considered in place of published articles: Contributions in a book will count as one article: a book chapter (having final approval from the publisher for publication) will count as two articles; a book (having final approval from the publisher for publication) will count as three articles. A peer reviewed grant will count as one article. Arts-based research practices such as art work recognized for inclusion in national juried exhibitions will be count in as the following: three national peer reviewed exhibits will count as one article. The inclusion of these three reviewed national exhibits in the tenure dossier shall be a one time inclusion. More than three exhibits will not count toward tenure.

4. Unsatisfactory

Failure to meet standards of satisfactory performance will result in an unsatisfactory rating.

C. University Service

1. Excellent

Same as very good plus service on one college committee.

2. Very Good

Same as satisfactory plus leading one department committee.

3. Satisfactory

Compliance with contractual provisions for service, e.g., submission of documents for annual evaluation; participation in department meetings.

4. Unsatisfactory

Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

D. Public Service

1. Excellent
Sustained contribution to an external organization related to one's disciplinary expertise.
2. Very Good
Contribution to an external organization related to one's disciplinary expertise.
3. Satisfactory
Membership in external an organization related to one's disciplinary expertise.
4. Unsatisfactory
Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

VI. Standards for Promotion to Professor

These standards apply to faculty who gained the rank of Associate Professor after May 31, 2009. For an appointment as a Professor, a candidate must have a record of achievement sufficient to have gained substantial recognition on and off campus from scholars and professionals in art education; *and must show* *significant potential for continuing professional achievement.* Promotion to the rank of Professor is based upon the understanding that achievements in the areas of Teaching Effectiveness and Advising, Scholarship, Practice and Professional Activities, and Service will be at a sustained or higher level than the expectations for tenure and promotion to the rank of Associate Professor. Decisions regarding promotion to the rank of Professor, will be determined by the Department of Art Education, as well as external reviews by peers in the field of art education.

A. Teaching Effectiveness and Advising

Candidates for promotion to Professor will have demonstrated that they are effective teachers who engage in activities that contribute to the discovery, transmission, and application of knowledge and skills in the classroom, studio, and individualized instruction at the undergraduate, and where appropriate, graduate levels. Evidence of a sustained record of distinguished teaching may include peer reviews, student opinion surveys, teaching awards, reviewed syllabi, curriculum development, innovative pedagogies, teaching-based grants, and participation in teaching development programs. Advising will be evaluated on the basis of ongoing success in advising and mentoring undergraduate students, and where appropriate, supervising graduate student research and practice. Any course releases for research, service or administrative duties should be noted here and detailed in the appropriate category. It is understood that teaching or service may contribute to professional recognition, but does not substitute for evidence of sustained achievement in scholarship or practice for promotion to the rank of Professor.

1. Excellent (Satisfactory plus three of the following) Examples include but are not limited to the following: Achieving a very good rating in student course opinion surveys; analyzing results of student course opinion surveys and adjusting courses to reflect improvements; proposing new courses and creating new course materials to enhance student learning; documenting excellent syllabi; demonstration of excellent pedagogy; enhancing learning environments by using technologies and new media; conducting Independent Studies or Directed Studies courses; teaching courses for other departments or programs in the University and/or collaborating in team teaching of courses within the college; participating in peer teaching evaluation groups; arranging and supervising

internships and other off campus learning modules; creating and/or teaching Professional Development courses for K-12 educators, on campus and at regional, national, or international venues; supervising graduate Capstone, Thesis, or Dissertations; serving on graduate Capstone, Thesis, or Dissertation committees.

2. Very Good (Satisfactory plus two from the previous)
3. Satisfactory

Teaching assigned courses as described in the Course Listings; meeting regularly with groups of students; creating syllabi and instructional materials that are consistent with course descriptions; posting and maintaining regular office hours and making oneself available for individual consultation on matters pertaining to one's courses;
advising students on curricular and other pertinent matters; meeting objectives of the programs and curricula of the Department; demonstrating knowledge of teacher licensure and graduation requirements; participating in assessment of student learning and program outcomes.

4.Unsatisfactory

Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

B. Scholarship and Professional Activities

Candidates will demonstrate a sustained and continuing record of contributions to the growth and dissemination of knowledge in art education that leads to a measure of national or international recognition and must include a body of peer-reviewed research and scholarly publications. Although this record of evidence may be based on work begun prior to promotion to the rank of Professor, there must also be proof of new or further development and continuing scholarly work. Evidence may include publication in refereed journals, published books on topics in the field of art education or related fields to art education and arts-based research, reviewed grant support, critical reviews of scholarship, awards and honors, and invited or peer-reviewed presentations at professional meetings, conferences, workshops or institutions. In addition, as determined by the Department of Art Education, a portion of the scholarly research listed above may also include arts-based research practices such as art work recognized for inclusion in juried exhibitions, publication of art work in peer reviewed journals, reviews of work, listings on websites, and theater production design. For examples of professional publications and professional organizations, please see listing on page 2 of this document.

1. Excellent

A body of scholarly work or the equivalent that has earned the faculty member recognition in the field, as determined by the Department of Art Education and external reviewers, and has demonstrated a sustained and continuing record of contributions to the growth and dissemination of knowledge in the field of art education. A sustained record of publications /equivalent professional arts-based research practices beyond the level that earned the rank of Associate Professor. Examples to be included in this body include but are not limited to the following: Book published by a scholarly publisher; edited book/no authorship published by a scholarly publisher; book chapter, cases, or pedagogical materials included in a published book; service as an editor of a national or international publication/ review board, or as a manuscript or grant reviewer; service on accrediting bodies, and consulting activity; refereed or peer reviewed journal article(s) in national or international juried periodical/publication; the writing and receiving of a major grant or other fund raising effort that supports creative and scholarly

activity; the writing and submitting of an unfunded major grant proposal or other fund raising effort that supports creative and scholarly activity; refereed regional, national or international conference presentation(s) or proceeding(s); served by invitation as a expert instructor, consultant, presenter, panelist, guest artist, etc. at the national level; leadership in professional organizations of regional, national, or international meetings; organization or coordination of regional, national or international meetings/conferences; jurying of exhibitions or performances; awards and honors within the field; scholarly consultation, or equivalent professional arts-based research practices.

2. Very Good
A sustained record of publications /equivalent professional arts-based research practices at the level that earned the rank of Associate Professor.

3. Satisfactory
A record of publication /equivalent professional or arts-based research practices.

4. Unsatisfactory
Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

C. University Service
Candidates for promotion to Professor will have demonstrated leadership through participation in *institutional service* to the University that includes work at the department, college or university level that often involves working within University governance bodies or committees that promote the mission and strategic planning of the institution. In such cases the quality of service will be evaluated on the basis of the nature of the governance body or committee involved, time commitments, and *leadership.*

1. Excellent
Same as very good plus a record of leadership within a committee, governance or administrative structures. Leadership may be defined as but not limited to serving as a committee chairperson, Department Chairperson, Director of the MAE Program, or holding office within college or University structures. Leadership may also be demonstrated by making significant contributions to those committees on which they were served.

2. Very Good
Same as satisfactory plus leading one department committee, one college committee, or by making significant contributions to those committees on which they were served.

3. Satisfactory
Compliance with contractual provisions for service, e.g., submission of documents for annual evaluation. Participation in department meetings.

4. Unsatisfactory
Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

D. Public Service

Community/public service may involve use of professional knowledge and experience to benefit individuals, businesses, non-profit organizations, governmental agencies or units other than UMass Dartmouth, by providing instruction, applied research, technical expertise, or other assistance to these entities.

1. Excellent
   Leadership contribution to an external organization related to one's disciplinary expertise.
2. Very Good
   Sustained contribution to an external organization related to one's disciplinary expertise.
3. Satisfactory
   Membership in external an organization related to one's disciplinary expertise.
4. Unsatisfactory
   Failure to meet standards in satisfactory performance will result in an unsatisfactory rating.

Approved by the Art Education Faculty, May 2009

Amended by the Art Education Faculty, November 2009