Department of Artisanry Standards for Contractual Evaluation

I. Department Overview

Artisanry's mission throughout the interrelated media areas of Textile Design/Fibers, Ceramics, Wood/Furniture Design, and Jewelry/Metals emphasize personal expression *purposely* through material and technology, carrying and expanding upon the traditions of craft, while being situated broadly within contemporary critical discourse. Mentoring, studio expression, developing a point of view, an aesthetic voice, design vocabulary and concept within the powerful societal & cultural precedent of Craft are the principles which the Artisanry faculty base their academic and professional lives.

Terminal qualification. In Artisanry, for all hires and promotions require MFA as terminal qualification.

II. General considerations for all contract renewals and promotions:

Assessment of tenure-track faculty within the Artisanry Department involves evaluation in three of the following four areas: Teaching Effectiveness & Advising, Scholarship & Professional Activities, University Service, and Public Service. In each category evaluators rate performance as either Excellent, Very Good, Satisfactory, or Unsatisfactory. When reviewing contract renewals, the FEC will assess activities from that contract period only. In assessing applications for tenure and promotion, the FEC and Chair will consider the accrued spectrum of accomplishments from the onset of the hire to tenure promotion application. During the years leading up to the tenure review, candidates for tenure must demonstrate effectiveness in teaching and advising, an appropriate level of service to the university, and noteworthy professional accomplishments in the field.

A. Teaching Effectiveness and Advising:

The candidate will demonstrate a sustained record of commitment to teaching as evidenced by successful teaching practices, development of effective course materials, student evaluations of classroom teaching, and student advising in its varied forms. Consideration of advising effectiveness may include, but is not limited to: oversight of student projects, thesis projects, field trips, experiential learning, internships, independent studies, and career development. The FEC and Chair evaluations may consider syllabi, assignments, teaching materials, classroom observation by peer faculty, advising effectiveness, the candidate's self-evaluation statements, and compiled student evaluations as well as other forms of documentation where warranted. Tenure-track and tenured faculty will provide narrative and documentation to detail the scope or importance of listed activities.

B. Scholarship and Professional Activities:

Artisanry faculty are immersed in a great range of professional activity, including group and solo exhibitions, publications, workshops, conferences, grant writing; and contribute to their field in such ways as curating art exhibitions, or service on non-profit arts boards, and membership in professional organizations.

Tenure-track and tenured faculty will provide narrative and documentation to detail the scope or importance of listed activities. When outlining such activities faculty should clearly differentiate between professional achievement, defined as scholarship and creative work emerging directly from studio practice; separate from noteworthy contributions to their field.

Professional achievement may include, but is not limited to: exhibitions, articles published, citations in publications with images and/or reviews, lectures and workshops, artist residencies, awards received, work in public or private collections, commissions, public arts projects, grants to support travel or ongoing research. Artisanry faculty compete with large numbers of practitioners around the world. Because the evaluation of creative work can be very difficult, faculty have a special burden to explain the nature of the various venues involving their work and their competitive conditions, selectivity, claims to quality, and relevance to one's specialty. Artisanry's expectation is for quality work which is carried out steadily and consistently, while maintaining effective teaching and service on the road to tenure. Faculty should provide significant detail about each of their exhibition venues. Evaluators, in making their assessments, must take into account that there are limited exhibition and gallery evaluators opportunities in the craft arts.

The greatest weight will be assigned in descending order to work of international or national significance; state or major regional significance; local significance. However, sometimes local and regional exhibitions are equally important, challenging, and as valuable as national venues, in which case the candidate must make the case and the FEC must consider the evidence for exceptions to this order of merit. Faculty must provide compelling evidence establishing the prestige and importance of their creative work and the venues where it appears.

For exhibition listings, indicate solo, small or large group show or juried competition.

B. Scholarship and Professional Activities, con't:
Major works and projects often require several years to develop and include many steps and stages. Because tenure is cumulative and evaluations are ongoing, Artisanry recognizes the importance of works in progress. For a rating of Excellent in ongoing work in this category, candidates should document their activities carefully and thoroughly each year, including a description of the stage, the work involved, the challenges faced, and letters or communications from galleries or others familiar with the work in question. Contract renewals prior to the final tenure application should include a thorough record of ongoing work, and the FEC must recognize these stages as evidence of accomplishment.

Presentations at scholarly and/or professional conferences are extremely important venues for faculty participation and development. These are considered professional achievements. Faculty should provide evidence demonstrating the importance, competitive nature, and prestige of each presentation, explaining why it merits consideration by the FEC.

Contributions to the Field refers to but is not limited to: invitation and service as curator or juror for art exhibitions, election/service on board of directors of arts organizations, and membership in professional organizations such as NCECA (National Council on Education for the Ceramic Arts,) SNAG (Society for North American Goldsmiths,) TSA (Textile Society of America,) SDA (Surface Design Association,) the Furniture Society, and CAA (College Art Association.)

C. University Service:
University Service includes participation in Department, College or University Committees. Faculty members must participate actively in departmental affairs and contribute to important ongoing functional and developmental needs in addition to activity outside the department to be ranked in this category of evaluation. Emphasis will be on active participation, which may include, but is not limited to: leadership responsibilities, writing or revising reports, compiling information, writing memos, letters, Web documents, formulating policy language, helping with publicity, or related efforts.

Tenure-track and tenured faculty will provide narrative and documentation to detail the scope or importance of listed activities.

D. Public Service:
Faculty who contribute to the public's appreciation of the university by reaching into communities are recognized within the Public Service category. The department defines public service as the application of professionally related expertise or skills that enrich local, regional, or national communities. Consideration will be given to sustained activity of significant benefit to the community (e.g. boards of directors of arts organizations, museum activity, public arts projects, advising organizations or media). The candidate must make a case for how the activity is related to his or her field of expertise, professional development, or contribution to student knowledge as well as how it enhances the community served.

Tenure-track and tenured faculty will provide narrative and documentation to detail the scope or importance of listed activities.

Evaluations of "Excellent," "Very Good," "Satisfactory," or "Unsatisfactory" in all categories by the FEC and Chair will be made based on the provided criteria:

III. Standards for Third + Fourth Year Contract Renewal.

The following standards are for consideration for third and fourth year contract renewals, and annual evaluations:

A. Teaching Effectiveness and Advising

1. Excellent. Commitment to teaching plus demonstrated growth and innovation beyond Very Good standard requirements. (Examples include but are not limited to the following):

   Facilities in Support of Teaching, e.g.,Oversight of technical support, Improve and maintain studio facilities.

2. Very Good. Commitment to teaching, plus demonstrated growth beyond Satisfactory standard requirements, (Examples include but are not limited to the following):

   Extracurricular Advising, e.g., Arranging and supervising student internships, Advising student activities (Faculty advising for student organizations,) Mentoring Teaching or Graduate Assistantships, Supervising Independent Study and Directed Study projects.

3. Satisfactory. Meets the Satisfactory standard requirements: (Examples include but are not limited to the following):

   Teaching courses assigned by department.
   Well-organized syllabi with clear course objectives.
   Administers course evaluations.
   Regular updating and improvement of established courses.
   Achieving a Satisfactory rating in student course evaluations or peer review of courses.
   Active participation in department advising, Accessible to students during posted office hours.
   Graduate level teaching, and graduate committee service, Providing written response for grad reviews.

4. Unsatisfactory. Fails to meet standard satisfactory requirements. Reveals a number of areas in need of improvement.

B. Scholarship and/or Professional Activities

1. Excellent. Commitment to professional work, demonstrated studio development, and contributions to the field beyond Very Good standards. (Examples include but are not limited to the following):

   Lectures, Workshops, Presentations e.g., Presentation at scholarly meetings and symposia, Conducting outside workshops/seminars, Invited Visiting artist/critic/lecturer, Curatorial Activities.

2. Very Good. Commitment to ongoing professional work, demonstrated studio development, beyond Satisfactory requirements. (Examples include but are not limited to the following):

   Professional Activities, e.g., Career Enhancement, e.g. websites, catalogs, portfolio development, Membership in professional organizations, Office Holder in Arts Organizations, Professional Consultation, Office holder/positions held in arts organizations.
   Grant Applications

3. Satisfactory. Maintains ongoing record of professional work. (Examples include but are not limited to the following):

   Ongoing Professional Activities, e.g., Works in progress.

4. Unsatisfactory. Does not maintain ongoing record of professional work. Reveals a number of areas in need of improvement.

C. University Service

1. Excellent. High level of commitment to service and innovation beyond baseline requirements. Service may include College Advising Activities, Studio management, Committee Service, Oversight of Student Exhibitions, Recruitment Activities, beyond Very Good standard (Examples include but are not limited to the following):

   University Committee Service.
   Department Committee chairmanship.
   Recruitment Activities, e.g., Regional and national outreach activity, Innovation and leadership in recruitment activities.

2. Very Good. Continued commitment to University Service, demonstrated growth beyond Satisfactory standard, e.g. (Examples include but are not limited to the following):

   College Advising Activities, e.g., Portfolio Reviews & Transfer Advising Activities.
   Department and College Committee Service.

3. Satisfactory. (Examples include but are not limited to the following):

   Submitting annual evaluation report (FAR).
   Regular attendance at departmental faculty meetings.

C. University Service, con't

Participating in recruiting activities.

Service on department committees.

4. Unsatisfactory. Does not meet Satisfactory level of participation in service. Reveals need for improvement.

D. Public Service:

1. Excellent. High level commitment, demonstrated growth and innovation in public service activities outside the academic community beyond Very Good standard.
2. Very Good. Continued commitment, demonstrated growth in public service beyond Satisfactory.
3. Satisfactory. Minimal activity in public service.
4. Unsatisfactory. No activity in public service.

IV. Standards for Fifth + Sixth Year Contract Renewal

These standards reflect a sustained performance as well as an increase of activity and recognition leading to Tenure and Promotion to Associate Professor:

A. Teaching Effectiveness and Advising

1.Excellent. Commitment to teaching as reflected in Advising, Awards & Recognition, Facilities in Support of Teaching, Student Support in Professional Advancement beyond Very Good standards. (Examples include but are not limited to the following):

Student Support in Professional Advancement, e.g., Letters of recommendation for students & alumni seeking scholarships, awards, employment, Notable student & alumni accomplishments.

2.Very Good. Continued commitment to teaching, demonstrated growth and innovation beyond Satisfactory standard requirements, e.g. (Examples include but are not limited to the following):

Facilities in Support of Teaching, e.g., Improve and maintain studio facilities, Oversight of technical support.

3. Satisfactory. Meets Satisfactory 5thrd+6th year standard requirements: (Examples include but are not limited to the following):

Teaching courses assigned by department.

Well-organized syllabi with clear course objectives.

Administers course evaluations.

Regular updating and improvement of established courses.

Achieving a Satisfactory rating in student course evaluations or peer review of courses.

Active participation in department advising, Accessible to students during posted office hours.

Graduate level teaching, and graduate committee service, Providing written response for grad reviews.

Extracurricular Advising, e.g., Arranging and supervising student internships, Advising student activities (Faculty advising for student organizations,) Mentoring Teaching or Graduate Assistantships, Supervising Independent Study and Directed Study projects.

4. Unsatisfactory. Fails to meet 5th + 6th year Satisfactory standard requirements. Reveals a number of areas of improvement.

B. Scholarship and/or Professional Activities:

1. Excellent. Active commitment to professional work, evidence of ongoing studio practice and related professional activities beyond Very Good standard requirements for 5th + 6th year contract review. (Examples include but are not limited to the following):

Collections, Commissions, Public/Private, e.g.,Work acquired in public or private collections, Commissions.

Exhibitions, e.g., Participation in local or regional shows, Participation in national or international shows, Invited solo exhibitions, Invitational and/or juried group exhibitions.

2. Very Good. Continued commitment to professional work, demonstrated growth beyond Satisfactory standards for 5th + 6th year contract review. (Examples include but are not limited to the following):

Publications, e.g., Authored articles for national publication, Reviews, images or citations of work published in print or electronic media. (books, newspapers, trade journals, etc.)

Lectures, Workshops, Presentations, e.g., Presentation at scholarly meetings and symposia, Conducting outside workshops/seminars, Invited Visiting artist/critic/lecturer, Curatorial Activities.

3. Satisfactory. Ongoing record of professional work. (Examples include but are not limited to the following):

B. Scholarship and/or Professional Activities, con't:

Professional Activities, e.g., Promotion: websites, catalogs, portfolio development, Membership in professional organizations, Office Holder in Arts Organizations, Professional Consultation, Ongoing Professional Activities, e.g., Works in progress. Grant Applications.

4.UnSatisfactory. Is not maintaining record of professional activity. Reveals a number of areas in need of improvement.

C. University Service:

1. Excellent High level of commitment to service and innovation beyond baseline requirements for Very Good. Service may include College Advising Activities, Studio management, Committee Service, Oversight of Student Exhibitions, Recruitment Activities, e.g. (Examples include but are not limited to the following):

Department, College or University Committee Service,
Department, College or University Committee chairmanship.
Oversight of Student Exhibitions, Assistance with BFA or MFA thesis exhibitions

2. Very Good Continued commitment to University Service, plus demonstrated growth beyond Satisfactory standard, (Examples include but are not limited to the following):

Recruitment Activities, e.g., Regional and national outreach activity, Innovation and leadership in recruitment activities.
Service on College committees

3. Satisfactory participation in service: (Examples include but are not limited to the following):

Submitting annual evaluation report (FAR).
Regular attendance at departmental faculty meetings, Service on department committees.
Participating in recruiting activities.
College Advising Activities,e.g. Portfolio Reviews & Transfer Advising Activities.

4. Unsatisfactory. Does not meet Satisfactory level of participation in service. Reveals areas in need of improvement.

D. Public Service:

1. Excellent. High level commitment, demonstrated growth and innovation in public service activities outside the academic community beyond Very Good standard.
2. Very Good. Continued commitment, demonstrated growth in public service beyond Satisfactory.
3. Satisfactory. Minimal activity in public service.
4. Unsatisfactory. No activity in public service.

V. Standards for Tenure + Promotion to Assoc. Professor

For appointment as Associate Professor in Artisanry, a candidate must possess the appropriate terminal degree, or equivalent professional experience and must have had considerable academic or professional experience beyond the level which would warrant an appointment as Assistant Professor; must have record of achievement sufficient to have gained substantial recognition on and off campus from scholars or professionals in his or her field; and must show promise of continuing professional development and achievement.

A. Teaching Effectiveness and Advising:

1.Excellent. Strong ongoing commitment to teaching as reflected in Advising, Awards & Recognition, Facilities in Support of Teaching, Student Support in Professional Advancement beyond Very Good standards, e.g. (Examples include but are not limited to the following):

Programmatic Enhancement and Innovation, e.g. Facilitating field trips or studio visits, Facilitating Visiting Artist programming & support, Participation in programs to improve or extend teaching and/or incorporates new technology to enhance pedagogy, Developing assessment instruments and processes, Curricular innovation or development of new courses, Providing supervision for program enhancements and student learning, etc., Teaching interdepartmental curricula.

2. Very Good. High level of growth and innovation beyond baseline Satisfactory standard requirements, bringing new methods & ideas into teaching practice and curriculum, Satisfactory, e.g. (Examples include but are not limited to the following):

Recognition, Notable recognition for teaching excellence, Presentations or Publications on pedagogy, Student Support in Professional Advancement, e.g. letters of recommendation for students & alumni seeking scholarships, awards, employment, Notable student & alumni accomplishments.

A. Teaching Effectiveness and Advising, con't:

3. Satisfactory. Meets standard requirements: (Examples include but are not limited to the following):

Teaching courses assigned by department.

Active participation in department advising, Accessibility to students during posted office hours, Achieving a Satisfactory rating in student course evaluations or peer review of courses,Well-organized syllabi with clear course objectives, Administering course evaluations. Regular updating and improvement of established courses.

Graduate level teaching, and graduate committee service, Providing written response for grad reviews.

Extracurricular Advising, Arranging and supervising student internships. Advising student activities (Faculty advising for student organizations.)

Mentoring Teaching or Graduate Assistantships.

Supervising Independent Study and Directed Study projects.

Facilities in Support of Teaching, Improve and maintain studio facilities, Oversight of technical support.

4. Unsatisfactory. Fails to meet 5th + 6th year standard requirements.

B. Scholarship and/or Professional Activities:

Pursuant to the Agreement between the Faculty Federation and Board of Trustees, faculty or professionals external to the university who are experts in the candidate's field will review the candidate's scholarship, assessing its contribution to the field as well as his/her recognition as a scholar in the field.

1. Excellent. Substantive commitment to professional work, plus demonstrated growth and innovation in studio practice and related professional activities beyond Very Good standard requirements, e.g. (Examples include but are not limited to the following):

Grants & awards received.

2. Very Good. Active commitment to professional work, plus demonstrated growth beyond Satisfactory standards; (Examples include but are not limited to the following):

Collections, Commissions, Public/Private, e.g.Work acquired in public or private collections.

Exhibitions, e.g. Participation in local or regional shows. Participation in national or international shows. Invited solo exhibitions. Invitational and/or juried group exhibitions.

Publications, e.g., authored articles for national publication. Reviews, images or citations of work published in print or electronic media. (books, newspapers, trade journals, etc.)

3. Satisfactory. Continued commitment to professional work and record. (Examples include but are not limited to the following):

Lectures, Workshops, Presentations, e.g. Presentation at scholarly meetings and symposia.

Conducting outside workshops/seminars. Invited Visiting artist/critic/lecturer.

Professional Activities, e.g. Promotion: websites, catalogs, portfolio development, membership in professional organizations, Professional Consultation, Curatorial Activities, Office holder/positions held in arts organizations, Ongoing Professional Activities, e.g., Works in progress, Grant Applications.

4. Unsatisfactory. Is not maintaining record of professional activity.

C. University Service:

1. Excellent. High level of commitment to service and innovation beyond Very Good standard, e.g. (Examples include but are not limited to the following):

College Advising Activities, Recruitment Activities,

Service on Department, College or University committees.

Department, College or University Committee Chairmanship.

Oversight of Student Exhibitions, Assistance with BFA or MFA thesis exhibitions.

Studio management: Equipment Maintenance, Supply and/or Budgetary Management.

2. Very Good. Continued commitment to University Service, plus demonstrated growth beyond Satisfactory standard. (Examples include but are not limited to the following):

College Advising Activities: Portfolio Reviews & Transfer Advising Activities.

Committee Service: Service on Department and College committees.

3. Satisfactory. (Examples include but are not limited to the following):

Submitting annual evaluation report (FAR).

Regular attendance at departmental faculty meetings.

Participating in recruiting activities.

Service on department committees.

4. Unsatisfactory. Does not meet Satisfactory level of participation in service.

D. Public Service:

1. Excellent. High level commitment, demonstrated growth and innovation in public service activities outside the academic community beyond Very Good standard.
2. Very Good. Continued commitment, demonstrated growth in public service beyond Satisfactory.
3. Satisfactory. Minimal activity in public service.
4. Unsatisfactory. No activity in public service.

VI. Standards for Full Professor

These standards apply to faculty who gained the rank of Associate Professor after May 31, 2009.

For an appointment as a Professor in Artisanry, a candidate must possess the appropriate terminal degree, or equivalent experience; and must have a record of achievement sufficient to have gained substantial recognition on and off campus from scholars and professionals in his or her field; 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 higher level than the expectations for tenure and promotion to the rank of Associate Professor. Decisions regarding promotion to the rank of Professor, as well as external reviews by peers in the field, will be made on the basis of indicators of quality and excellence determined by the departments that include but are not limited to the following:

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 evaluations, 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.

1. Excellent. Superior commitment to teaching as reflected in Advising, Awards & Recognition, Facilities in Support of Teaching, Student Support in Professional Advancement beyond Very Good standards, e.g. Examples include but are not limited to the following: (Examples include but are not limited to the following):
    - Programmatic Enhancement and Innovation,
    - Facilitating field trips or studio visits.
    - Facilitating Visiting Artist programming & support
    - Participation in programs to improve or extend teaching and/or incorporates new technology to enhance pedagogy.
    - Developing assessment instruments and processes
    - Curricular innovation or development of new courses.
    - Provides supervision for program enhancements and student learning, etc.
    - Teaching interdepartmental curricula.
2. Very Good. High level of growth and innovation beyond baseline Satisfactory standard requirements, bringing new methods & ideas into teaching practice and curriculum, e.g. (Examples include but are not limited to the following):
    - Recognition,
    - Notable recognition for teaching excellence.
    - Presentations or Publications on pedagogy.
    - Student Support in Professional Advancement,
    - Letters of recommendation for students & alumni seeking scholarships, awards, employment.
    - Notable student & alumni accomplishments
3. Satisfactory. Meets standard requirements: (Examples include but are not limited to the following):
    - Teaching courses assigned by department.
    - Active participation in department advising.
    - Accessible to students during posted office hours.

A. Teaching Effectiveness and Advising, con't:

Achieving a Satisfactory rating in student course evaluations or peer review of courses.
Well-organized syllabi with clear course objectives.
Administers course evaluations.
Graduate level teaching, and graduate committee service.
Providing written response for grad reviews.
Regular updating and improvement of established courses.
Extracurricular Advising,
Arranging and supervising student internships.
Advising student activities (Faculty advising for student organizations.)
Mentoring Teaching or Graduate Assistantships.
Supervising Independent Study and Directed Study projects.
Facilities in Support of Teaching,
Improve and maintain studio facilities.
Oversight of technical support

4. Unsatisfactory. Fails to meet standard requirements for Teaching Effectiveness & Advising.

B. Scholarship and Professional Activities:

Candidates for promotion to Professor will have demonstrated a sustained and continuing record of contributions to the growth and dissemination of knowledge in the respective area of specialization. Evidence may include the quality of refereed journals in which papers are published, juried or invitational exhibitions or performances, the quality of book publishing houses, peer-reviewed grant support, critical reviews of scholarship, performances, exhibits or practice, awards and honors, and invited or peer-reviewed presentations at professional meetings, workshops or institutions. Faculty or professionals external to the university who are experts in the respective field will review the candidate's artwork or scholarship. Examples of *professional activities* may include but are not limited to leadership in professional organizations, the organization of regional or national meetings, jurying of exhibitions or performances, service on editorial/review boards or as a manuscript or grant reviewer, service on accrediting bodies, and consulting activity.

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. Substantive commitment to professional work, plus demonstrated growth and innovation in studio practice and related professional activities beyond Very Good standard requirements, e.g. (Examples include but are not limited to the following):

Grants & Awards received.

2. Very Good. Active commitment to professional work, plus demonstrated growth beyond Satisfactory standards; (Examples include but are not limited to the following):

Collections, Commissions, Public/Private, e.g.
Work acquired in public or private collections.
Commissions.
Exhibitions, e.g.,Participation in local or regional shows, Participation in national or international shows, Invited solo exhibitions, Invitational and/or juried group exhibitions.
Publications, e.g., Authored articles for national publication, Reviews, images or citations of work published in print or electronic media. (books,newspapers, trade journals, etc.)

3. Satisfactory. Continued commitment to professional work and record. (Examples include but are not limited to the following):

Lectures, Workshops, Presentations, e.g., Presentation at scholarly meetings and symposia, Conducting outside workshops/seminars, Invited Visiting artist/critic/lecturer, Curatorial Activities.
Professional Activities, e.g., Promotion: websites, catalogs, portfolio development, Membership in professional organizations, Office Holder in Arts Organizations, Professional Consultation.
Ongoing Professional Activities, e.g. Works in progress, Grant Applications.

4. Unsatisfactory. Is not maintaining record of professional activity.

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. High level of commitment to service and innovation beyond baseline requirements for Very Good. Service may include College Advising Activities, Studio management, Committee Service, Oversight of Student Exhibitions, Recruitment Activities, e.g. (Examples include but are not limited to the following):

Service on University committees.
Department, College, or University Committee chairmanship.
Oversight of Student Exhibitions, e.g.,Assistance with BFA or MFA Thesis Exhibitions
Studio management, e.g., Equipment Maintenance, Supply and/or Budgetary Management.

2. Very Good. Continued commitment to University Service, Demonstrated growth beyond Satisfactory standard, (Examples include but are not limited to the following):

College Advising Activities, Portfolio Reviews & Transfer Advising Activities.
Committee Service: Department and College committees.

3. Satisfactory. (Examples include but are not limited to the following):

Submitting annual evaluation report (FAR).
Regular attendance at departmental faculty meetings.
Participating in recruiting activities.
Service on department committees.

4. Unsatisfactory. Does not meet Satisfactory level of participation in service.

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 pro bono. Compensated professional work, however, is consulting and should be listed within the category of Scholarship, Practice and Professional Activities.

1. Excellent. High level commitment, demonstrated growth and innovation in public service activities outside the academic community beyond Very Good standards.
2. Very Good. Continued commitment, demonstrated growth in public service beyond Satisfactory standards.
3. Satisfactory. Minimal activity in public service.
4. Unsatisfactory. No activity in public service.

Approved by the Artisanry Faculty, May 2009