

# Kean University

## Tenure and Promotion Guidelines for Professorial Rank Faculty: Department Expectations for Scholarship, Teaching and Service Department of Fine Arts (Art Education) College of Liberal Arts

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### PURPOSE

To articulate the standards and procedures for promotion and/or tenure for the **Department of Fine Arts: Art Education**

### APPLIES TO

**Art Education** Tenure-Track Faculty within the Department of Fine Arts

### CAMPUS

KU

# ORIGINS OF THESE CRITERIA

In the development of these criteria, the Fine Arts Department was guided by the policies suggested by the College Art Association <https://www.collegeart.org/standards-and-guidelines/guidelines/art-and-design-tenure> in their *Guidelines for Retention and Tenure of Art and Design Faculty*. In addition, the Department reviewed over 20 other compatible institution's tenure and promotions standards. Structure, hierarchy and creative work forms adapted from Austin Peay University, University of South Carolina, Missouri State University, The College of New Jersey, University of Tennessee at Chattanooga, and Kent State University.

# MISSION OF THE DEPARTMENT

The criteria presented within this document are designed to promote the fulfillment of the Department's mission.

The mission of the Department of Fine Arts is centered around three interrelated goals: first, to provide exemplary undergraduate and graduate programs of instruction in the studio arts and crafts, art education and art history; second, to encourage the student's creativity and scholarship in these programs and third, to serve the University and the surrounding community through educational and cultural activities.

## *Goals*

- To provide an intellectual and physical environment in which undergraduate and graduate students can learn, explore their creativity, and prepare themselves for lifetime involvement in the arts
- To provide graduate and undergraduate art history and art education programs which are consistent with the professional requirements of those disciplines
- To review and revise the studio-based programs in order to provide students with the concepts, materials and techniques necessary to fully participate as practicing artists
- To serve the surrounding community as a resource in the arts

## *Objectives*

To provide an undergraduate liberal arts studio arts program (BA Fine Arts).

To provide professional training in the undergraduate studio arts (BFA Studio Art) with coursework consistent with the professional needs of those disciplines

To provide professional training in the undergraduate art education program (BA Fine Arts Education) which provides students with preparation and certification to teach in New Jersey's public schools

To provide an undergraduate minors (art history and fine arts)

To provide opportunities for students, across the University, to enroll in courses which meet their general education and free elective degree requirements

To provide graduate degree programs in Fine Arts (Options: Studio, Certification, and Supervision)

To provide a variety of activities which enrich the cultural life of the University and the surrounding community

## CONTEXT

The Fine Art Department teaches undergraduate and graduate majors, minors, non-majors (as noted in above objectives), and offers four Humanities Option courses in the general education program: FA 1000, FA 2950, AH 1700, and AH 1701.

## Departmental Expectations for Scholarship

Note that most opportunities in art education are within venues where impact is determined by numerous, varied, and nuanced considerations. Accordingly, venues are not ranked in a manner consistent with or parallel to scholarly publications in certain academic disciplines where widely accepted and distinctly ranked orders exist. We ask that creative works be documented to best assess creative output and achievements (as outlined by our organization, The College Art Association).

Faculty serving in the area of art education must engage in an exceptionally multidimensional area that involves a wide variety of creative/scholarly activities. These activities can take various forms as described below. It should also be understood that due to the intensive nature of each of these activities and time constraints, they are unlikely to be performed simultaneously. Indeed, as with the evolution of any artist, the art educator may alternate between different “creative modalities” and “creative periods,” sometimes devoting several years to pursue certain areas of practice.

Faculty are expected to develop self-directed research that results in studio, scholarly, or a hybrid of scholarly and studio activity. Candidates for tenure or promotion must provide evidence of external recognition of creative work/research in the forms of:

- Publications in peer-reviewed journals, or books, or book chapters
- Presenting workshops
- Lectures, collaborative art efforts or panels at national or international conferences, by invitation or application
- Curatorial projects including educational exhibitions of K-12 student work or that of art teachers
- Competitive or invitational exhibitions/screenings (museums, galleries, project spaces, online) of one’s own artwork
- Reproduction of one’s own artwork in publications and online
- Professional activities pertaining to “visual culture art education” as an emerging trans-disciplinary arts field

- Grants/fellowships and other sponsored projects
- Professional testimony (i.e. reviews, interviews)

Each of the above can be evaluated in terms of importance and impact to the field. It is the candidate's responsibility to provide information that will assist reviewers in determining a classification of:

**Low Impact/Importance:** Exhibitions, publications, projects, presentations, or clients with minimal outreach, impact, or audience. These opportunities are generally not competitive or minimally competitive. These creative activities have some benefits to personal research agendas and incrementally support an artist's impact in the field.

**Commendable Impact/Importance:** Exhibitions, publications, projects, presentations, or clients with average to good outreach, impact, or audience. These opportunities are generally competitive but not highly competitive. These creative activities are valuable to the community as a whole. They have a benefit to personal research agendas and help to establish an artist's reputation in the field.

**High Impact/Importance:** Exhibitions, publications, projects, presentations with clients having significant outreach, impact, or audience. They are highly competitive, and/or more difficult to achieve, raising the profile of the institution, providing benefit to personal research agenda and establishing an artist's reputation in the field. Evidence of the effects of established research on the philosophical, pedagogical, and curricular structure of the university program.

## Tenure and/or promotion to the rank of associate professor.

In the Department of Fine Arts, the following scholarship expectations to meet University standards apply for the award of tenure and/or promotion to the rank of associate professor:

The candidate must demonstrate creative activities where the *majority* fall within the **“Commendable Impact/Importance”** level, clearly moving toward or including **one activity** in the **“High Impact/Importance”** (see above for descriptions of these categories).

Research Activity should be consistent across the initial probationary appointment, and it is expected one commendable impact activity is achieved each year. However, the Fine Arts Education Program recognizes that due to the multifarious responsibilities performed throughout New Jersey School Districts required by the position, faculty research products may accumulate at an irregular pace so the whole probationary period will be considered upon application for tenure.

## Tenure and/or promotion to the rank of professor.

In the Art Education, the following expectations to meet University standards apply for the promotion to the rank of professor:

The candidate must demonstrate creative activities post tenure where the *majority* fall within the **“High Impact/Importance”** level, augmented by others falling within the **“Commendable Impact/Importance.”**

An Associate Professor's research activity should be consistent, and it is expected one commendable or high impact activity is achieved each year. However, the Art Education Program recognizes that research products may accumulate at an irregular pace so the whole period will be considered upon application for Full Professor.

## Departmental Expectations for Teaching

The Department of Fine Arts follows the General University Guidelines for Teaching.

### Tenure and/or promotion to the rank of associate professor.

The Department of Fine Arts follows the General University Guidelines for tenure/promotion to Associate Professor in the area of Teaching.

### Tenure and/or promotion to the rank of professor.

The Department of Fine Arts follows the General University Guidelines for promotion to Full Professor in the area of Teaching.

## Departmental Expectations for Service

The Department of Fine Arts follows the General University Guidelines for Service. However, we do note that in addition to the standard categories of service outlined, studio faculty are responsible for:

- Oversight of specialty studio area including:
  - Monitoring equipment for safety and function
  - Budget and supply order requests
  - Studio maintenance
  
- Participation in Fine Art Exhibitions and related events

### Tenure and/or promotion to the rank of associate professor.

The Department of Fine Arts follows the General University Guidelines for tenure/promotion to Associate Professor in the area of service.

## Tenure and/or promotion to the rank of professor.

The Department of Fine Arts follows the General University Guidelines for promotion to Full Professor in the area of service.

## DEPARTMENT PROCEDURES

### ARTP Ratings for Performance

Using the criteria described above, the candidate's performance in the areas of teaching, scholarship, and service will be rated using the terms "exceeds", "meets", or "needs improvement", defined as follows:

1. "Exceeds" means the candidate exceeds expectations for tenure and/or promotion to this rank.
2. "Meets" means the candidate meets expectations for tenure and/or promotion to this rank.
3. "Needs Improvement" means the candidate falls below expectations for tenure and/or promotion to this rank.

Absent exceptional circumstances, no candidate may be recommended for promotion or tenure without meeting standards in all applicable areas of performance, and strong candidates are likely to exceed expectations in one or more categories.

**APPROVED BY:**

The Department of Fine Art and The Faculty Senate Committee on Faculty Affairs.

**APPROVED ON:**

2/3/25

# Tenure and Promotion Guidelines for Professorial Rank Faculty: Department Expectations for Scholarship, Teaching and Service Department of Fine Arts (Art Education) College of Liberal Arts

The aforementioned disciplinary expectations detailed have been developed reviewed and approved by the departmental faculty, the College Dean, and the Provost.

**NOTE:** For candidates for reappointment, the disciplinary standards in effect during a faculty member's first year of employment are used for reappointment and tenure decisions. Candidates for promotion use the disciplinary standards in effect in the year in which they apply for promotion.

<hr/> <b>Department Chair</b>	<hr/> 11/11/25 <b>Date</b>
<hr/> <b>College Dean</b>	<hr/> <b>Date</b>
<hr/> <b>Provost</b>	<hr/> <b>Date</b>

**Review and Approval:**

**Effective Date:** September 1, 2026

**Policy Review Cycle:** Years ending in 0 and 5 or as needed

This document may be amended by a two-thirds vote of the department's tenured and tenure-earning faculty. After an amendment, it must be approved by the Offices of the Dean and Provost.

**Change History:**