TEACHING:
Effective teaching, whether in the classroom, studio lab, or by individual supervision, is required, as recognized by both students and colleagues. Effectiveness as a teacher is measured by the following criteria: The faculty member is regularly prepared for class, keeps current with changes in his/her field of specialization and uses this information to update class presentations, maintains regular office hours, returns student work in a timely manner with appropriate comments, contributes to the advising duties of the department, and shows respect for students.

SCHOLARSHIP:
Regular scholarly and/or creative production which has been recognized by professional peers on a regional and/or national basis is required. In art history, this recognition can be through publications, papers presented at professional meetings, invited lectures, and other forms of academic discourse. In studio art, artists should regularly exhibit new work in exhibits (group or solo) or publications. The quantity and quality of scholarly productivity, at the minimum, should enable the faculty member to be eligible for appointment to the Graduate faculty.

SERVICE:
The faculty member engages in significant internal service to the Department of Art and Art History and/or the University. Service may also be measured by work with professional and/or community organizations.

ADJUSTMENTS:
Upon the consultation of the standing Tenure and Promotion Committee of the Department and the Chairperson, the Department may adjust the levels of expectations in any one or two of the above categories in recognition of a faculty member’s outstanding contributions to the other remaining category (categories).