

UMKC Conservatory of Music and Dance
Criteria for Promotion and/or Tenure
(Approved 11-2-10)

I. Introduction

This document is intended to guide the candidate in preparation of the tenure and promotion portfolio, and is in accordance with the Collected Rules and Regulations (CRR) of the University of Missouri. Candidates for promotion and tenure are encouraged to read the CRR chapter [Policy and Procedures for Promotion and Tenure (320.035) at <http://www.umsystem.edu/ums/departments/gc/rules/personnel/320/035.shtml>].

II. Promotion from Assistant to Associate Professor with Tenure

Promotion from Assistant to Associate professor with tenure will be based on demonstrated excellence in the areas of teaching, creative and scholarly activity, professional service, and emerging recognition and standing within the discipline and the profession. Documented efforts in this regard should reflect sustained merit and contributions over an extended period of time.

A. Teaching

The candidate must demonstrate excellence in teaching, with a trajectory toward further distinction and significant impact in the field or profession.

B. Creative and Scholarly Activity

Productivity in creative and scholarly activities is the most distinguishing characteristic of the faculty of the Conservatory, and is expected of all faculty members. These efforts not only generate new art and knowledge, but also inform teaching that is current and intellectually stimulating.

A recommendation for promotion and/or tenure must include supporting evidence that the faculty member's contributions have had an impact on the discipline; that is, the research [creative activity] should have made a significant contribution to knowledge that is recognized by professional colleagues. Evidence of excellent and sustained creative activity or scholarship must be presented. Quantity can be a consideration but quality must be evident.

C. Service

Contributions in the area of service are expected, with balance among efforts for the Conservatory, the University, the community, and the broader profession. These activities should expand over time. Evidence of noteworthy impact and quality as well as quantity is expected. Evidence of unusual service contributions themselves will not be sufficient for a recommendation for promotion and/or tenure. Service efforts must be supported by significant additional evidence of contributions in creative activity and scholarship.

III. Promotion from Associate Professor to Professor

Promotion from Associate Professor to Professor will be based on superior teaching, high quality creative and scholarly activity, significant professional service, and recognized standing within the discipline and the profession. Documented efforts in this regard should demonstrate sustained record of distinction and merit over an extended period of time.

A. Teaching

The candidate must demonstrate superior teaching over an extended period of time, showing innovation and a significant impact in the field or profession.

B. Creative and Scholarly Activity

The candidate must demonstrate superior accomplishment in creative and scholarly activities. The high quality of these efforts must be recognized through wide recognition and distinction within the profession.

C. Service

Exemplary contributions in the area of service are expected, with balance among efforts for the Conservatory, the University, the community, and the broader profession. Evidence of noteworthy impact and quality as well as quantity is expected. Evidence of unusual service contributions themselves will not be sufficient for a recommendation for promotion. Service efforts must be supported by significant additional evidence of distinction in creative activity and/or scholarship.

IV. EXAMPLES OF EVIDENCE IN TEACHING, CREATIVE AND SCHOLARLY ACTIVITY, AND SERVICE

A. Teaching

Evidence in this area may include, but is not limited to:

- excellent teaching in the classroom, studio, or other settings, as reflected by student and other evaluations
- preparation of new teaching materials with a documented effect on improving student learning
- positive redesign of courses to promote learning
- liaison with teachers outside the Conservatory to enhance learning experiences
- effective development and implementation of on-line instruction, textbooks, or other materials
- recruitment and retention of excellent students
- student advising and mentoring
- serving on and chairing graduate committees
- advising theses and dissertation
- awards and honors
- student achievement

B. Creative and Scholarly Activity

Evidence in this area [determined by the faculty member's area(s) of expertise] may include, but are not limited to:

- publication of peer-reviewed books, book chapters, and articles, and favorable reviews or citations of such materials
- appointments or awards showing professional competence and standing
- election to learned societies
- grants or fellowships
- innovative creative or scholarly projects
- significant public performances
- release of a commercial recording
- master classes, lecture recitals and other presentations at professional venues and conferences
- presentation of papers or research posters at professional meetings
- composition of original musical works, transcriptions, and arrangements and public performances of these works
- editorship or membership on a nationally prominent editorial board
- participation as an adjudicator for a national or international competition

C. Service

Examples of service activities include but are not limited to:

- service on standing and *ad hoc* committees within the Conservatory and/or University
- professional-related service in the community, including collaborations with other arts organizations
- service to the profession through recognized organizations and events at local, state, regional, national, or international levels, including elected office, conference program and local arrangement committees, and other activities