

Criteria for
Appointment, Promotion and Tenure
In the
College of Fine Arts
Arizona State University
Tempe, AZ
Revised March, 1998
Approved by the College Personnel Committee and Dean

Individual units in Fine Arts have created their own specific criteria, especially for promotion and tenure. Those criteria can be found in the various Evaluation and Compensation Plans as well as in the Annual Performance Review and Post-Tenure Review documents. Those plans provide necessary detail for the broad college expectations outlined below.

- 1) The College of Fine Arts does not appoint Instructors to tenure-track positions, unless they have gained appointment as an Assistant Professor, pending completion of a terminal degree, and fail to complete the degree by the specified date. In such cases, faculty can be appointed as an Instructor for up to one year. Appointment as an Assistant Professor will begin the year after the degree is completed, and the tenure “clock” will begin at that time.

- 2) Appointments to the rank of Assistant Professor in the College of Fine Arts requires a terminal degree (M.M., M.F.A., or Doctorate) or equivalent professional experience in an appropriate discipline, and the ability to make effective instructional contributions for undergraduate and graduate students. It also requires the potential for making significant future contributions to research and creative activity, and the promise of growing service to the unit, the College and the University, the community and the profession.

Appointment to the rank of Associate Professor (without tenure) in the College of Fine Arts requires a terminal degree (M.M., M.F.A., or Doctorate) or the equivalent professional experience in an appropriate discipline and at least seven years experience teaching in higher education. It also requires a regional if not national reputation created by ongoing, significant research and creative activity, and a proven record of successful service to the previous employer(s), the community, and the profession. Faculty with such appointments must be considered for tenure, or terminated, within four years.

- 4) Promotion to the rank of Associate Professor, with Tenure, in the College of Fine Arts must come no later than seven years after appointment as Assistant Professor, or fewer

years if the faculty member has been granted credit for any previous experience. Promotion to the rank requires a sustained record of effective instructional contribution, a regional if not national reputation created by ongoing, significant research and creative activity, and a growing record of service to the unit, the College and University, the community, and the profession. It also requires the promise of future continuing achievement in these three areas. Promotion to the rank of Associate Professor must be accompanied by the awarding of tenure.

- 5) Promotion to the rank of Professor in the College of Fine Arts normally is considered some time after a faculty member has served as an Associate Professor for five to seven years. Promotion prior to that time is very rare and occurs only for truly exceptional accomplishments. On the other hand, faculty may remain at the Associate Professor level for many years and make useful contributions to the University. When promotion to Professor does occur, it requires a sustained record of excellence in instructional contributions and a national if not international reputation created by outstanding, ongoing research and creative activity, especially research and creative activity which significant advances the state of understanding, exhibition, or performing. It also requires a superior record of service to the unit, the College and the University, the community and the profession. It also requires the promise of future further achievement in these three areas. The College does not appoint new faculty to the rank of Professor without tenure.