

UNIVERSITY OF MARYLAND EASTERN SHORE
Department of Fine Arts

Departmental Criteria for Promotion and Tenure

Faculty members appointed to tenure-track positions in the Department of Fine Arts shall be reviewed for promotion and tenure when outstanding performance has been demonstrated from the time of appointment to the rank of Assistant Professor to the time of application and eligibility for consideration to the next appropriate rank - Associate Professor; Professor.

CRITERIA FOR EVALUATING ART FACULTY

In accordance with the University of Maryland System and UMES Policy and Procedures and Promotion and Tenure of Faculty, the following areas of evaluation are to be considered:

1. Research, Scholarship, and Creative Endeavor

In accordance with both the University of Maryland System and UMES Policy and Procedures in Promotion and Tenure of Faculty "an important factor in determining merit for appointment, retention, tenure and promotion shall be the faculty member's engagement in scholarly and creative activities".

a. Creative Activities:

1. Acceptance in juried exhibitions will be considered equivalent to publishing in refereed journals.
2. Evidence of regular exhibition activity.
3. Sponsored commissions and grants in all activity which is funded for professional services.
4. Participation in panels.
5. Presentation of papers at regional and national conferences.
6. Receiving regional, state and national fellowships.

2. Instruction and Student Advising:

The special quality of visual art expression does not allow general universal standards of evaluation of performance. Diverse student background, student motivation, and the general prevailing attitude towards art as a non essential discipline, makes it difficult to measure student's performance with

standard norms, and dictates a corresponding individualistic student evaluation process.

In keeping with this philosophy evaluation of (1) teaching effectiveness in the area of visual art requires an individualistic process, and should also consider (2) external teaching relating to the University, to include Elderhostel, Workshops and Lectures and Students in the Public Schools, Upward Bound, and E.C.I.

3a. Contribution to the University:

Contributions to the University may be comprised of arts service, constructive committee service, chairmanships, service in elected faculty office, administrative service, contributions to extracurricular activities of students, the development of new academic programs or courses, and the organization of conferences or institutes, e.g. Teacher Education Committee, Coronation Committee, Exhibition Committee, Senate, Faculty Assembly, Advisor to Student Organizations. Future Directions Committee, UMES Planning Commission, UMES Cost Containment Committee, etc.

3b. Contribution to the Community:

Contribution to the community shall consist of volunteer participation on community councils, panels, committees, art consultation, lectures and workshops and commissions. Participation in e.g. State Arts Council, County Arts Councils, judging art exhibitions, conducting workshops and/or demonstration in public schools and serving as resource persons to community organizations, Coordination of statewide conferences and workshops.

CRITERIA FOR EVALUATING MUSIC FACULTY

1. Research and Scholarship

The most difficult area to understand and properly implement evaluation criteria for persons outside the field would be in the area of research and scholarship. Standard methods of research are to be considered in addition to music performance and direction. Distinguished Performance or Direction shall include but not necessarily be limited to the following areas:

- 1) Public performance: solo, small or large ensemble participation in recital or concerts, roles in musical theater and/or opera.
- 2) Conducting: orchestral or choral and subsequent performances
- 3) Production: responsibilities in producing performances: i.e. authoring, directing, organizing, coaching, producing or sponsoring
- 4) Recordings: available to the public
- 5) Compositions: performed and/or published, edited or arranged
- 6) Authoritative Appearance: newspaper reviews, program notes, lectures, clinics, presentations
- 7) Adjudications: public school ensembles, solos, all-state try-outs, competitions
- 8) Written prose: books, articles, newsletters, journals
- 9) Learned society participation: speaker, presenter, panel member

2. Instruction and Student Advising:

Music teaching includes diverse skills in more than one area of expertise and style of teaching in varying institutions.

- a. Private studio teaching of Major Applied courses should be evaluated in jury measure of student progress. While our students frequently arrive with limited backgrounds, musical performance growth should be evaluated through student performance AND usefulness to the department and the overall goals to the departmental mission.
- b. Class performance instruction (i.e. band, chorus, woodwind, brass, string, percussion, voice pedagogy classes and piano classes) should be evaluated both by their productivity in observable performance situations, student evaluations using a modified evaluation form AND on-sight observations by the supervisor of instruction.

- c. Regular classroom instruction should be evaluated in keeping with the University Promotion and Tenure Document; including observation and written and aural evaluation of classroom instruction as well as a modified student course evaluation form which offers more meaningful evaluations of courses indigenous to music study.
- d. If a faculty member is not assigned the duties of specifically advising students, accessibility and interest demonstrated in the student population can be included in appraisal of teacher/student relations.

3. University and Community Service:

Contributions to the University may comprise constructive committee service, service in elected or appointed faculty office, administrative service, contributions to the extra-curricular activities of students, faculty advisor to organizations, development of new academic programs or courses, and the organization and participation of conferences, institutes and on campus recruitment efforts.

Contributions to the community shall consist of actively participating, utilizing one's professional expertise for the benefit of the surrounding communities. When being examined for the purposes of tenure or promotion, contributions to the community should be evaluated in terms of their effect upon the advancement of the department, institution and the community and its population.

Revised Fall, 1992