

COLLEGE OF DESIGN, CONSTRUCTION AND PLANNING

The College ascribes to the traditional goals of higher education: the transmission of knowledge through teaching, the generation of knowledge through research and creative activity, and the use of knowledge through service. Every faculty member is required to achieve distinguished performance in at least two of these three areas and to have good performance in the third.

The academic programs of the College of Design, Construction and Planning must meet the criteria of the national accrediting agencies represented by each of the professions. The practice of these professions is regulated by state laws and subject to extensive examination as the legal basis for practice. The faculty is expected to participate actively within their professional communities.

The following guidelines are intended to facilitate the tenure and promotion process, to insure that certain important items are included, to assure consistency with University guidelines, and to assist the candidate in preparing the strongest case possible.

Teaching

Teaching involves the presentation of knowledge, information, and ideas by various methods including lecture, discussion, assignment and recitation, demonstration, laboratory exercise, practical experience, studios, distance learning, web-based courses, and direct consultation with students, etc. The utilization and effectiveness of each of these methods, when appropriate, shall be considered. The College values teaching highly and recognizes that some faculty do much innovative work in teaching. In any assessment of a candidate for promotion and tenure, both the quality and quantity of the individual's achievements in teaching and advising should be evaluated. No one person can be expected to perform equally well in all tasks, but excellence in teaching is an essential criterion to appointment or promotion. A recommendation for tenure will not normally be made unless there is clear documentation of ability and diligence in the teaching role.

Research and Creative Activity

In the College of Design, Construction and Planning, research and creative activity may include research in the classical sense of the humanities, natural and social sciences or engineering, as well as works of fine art, architecture, landscape architecture, interior design, building construction and urban planning. The important aspect of evaluating research and creative activity is the quality and quantity of the activity and not the nature of that activity.

Evidence of a productive and a creative mind is a fundamentally important consideration for tenure and promotion. A candidate's work will be assessed for evidence of effective engagement in research and creative activity of high quality and significance. Research (funded and independent), scholarly inquiry, or the production of design and studio arts have equivalent contributions to make with respect to the expansion and application of knowledge and quality of the instructional programs of the academic units in the College. The evaluation of a candidate's research and creative activity should be made by peers with similar expertise and interests and includes an assessment of the following:

1. Quality and significance;
2. Conception and development;
3. Dissemination in a retrievable format and presentation to the professional and scholarly community.

Peer review is an essential component of scholarly research and creative activity. Research or creative activities that are without an appropriate peer review cannot be accorded weight in evaluating candidates for tenure and promotion.

Service

All faculty members are expected to perform service. Service may be assigned by the Chair (such as service on committees, departmental administration, etc.) or may be elective (leadership in professional organizations, service on advisory boards, etc.) Assigned service must be completed adequately for minimal job performance. Superior assigned service should be recognized as distinguished achievement. Unassigned service is above and beyond the minimal job expectations and should be evaluated as such. *Distinguished service of sufficient high quality and quantity* should be recognized as evidence for promotion and tenure.