

College of Fine Arts Promotion Criteria for Assistant and Associate Professors of Professional Practice (PPP)* (from the CFA General Criteria on Faculty Appointment, Reappointment, Promotion, Tenure & Merit Increase document)

Individuals may earn the rank of Associate or Full Professor of Professional Practice.

The Chair/Director, together with the PPP, will have determined criteria for promotion at the time of hire. Criteria are based on the PPP's engagement as professional staff, creative and/or scholarly research, teaching, professional engagement in the field – or some combination of these areas. (e.g. If the PPP's position is 50/50 - half as technical director for the program and half as teaching staff - criteria for assessment would be determined accordingly). Criteria for research/creative activity, teaching, service, advising – as applicable to the candidate's contract - will align with the department/school and College of Fine Arts criteria as outlined for those on tenure/promotion tracks. The Chair/Director in collaboration with the PPP determines the criteria and assessment measures for professional skills. The Dean of the College of Fine Arts will vet criteria and assessment for promotion at the time of the letter of appointment, and before the PPP signs the initial contract.

Concerning promotion from Assistant to Associate Professor, the Chair/Director, with the advice of the department/school Faculty Advisory Committee, will assess the PPP according to the established criteria, yearly, and shall follow the same process/schedule as faculty on the tenure/promotion tracks.

Time in rank for promotion should follow the standards used for tenure-track faculty as outlined in the TCU Faculty/Staff Handbook, unless an alternative is established in the initial letter of appointment.

Concerning promotion from Associate to Full Professor, the Chair/Director, with the advice of the department/school Faculty Advisory Committee, will assess the PPP according to the established criteria. PPPs shall follow the same process/schedule as faculty on the tenure/promotion tracks. Time in rank for promotion should follow the standards used for tenure-track faculty as outlined in the TCU Faculty/Staff Handbook, unless an alternative is established in the initial letter of appointment. (For further detail on determining criteria and organizing the timeline for promotion, see the CFA document "Timeline for Tenure and Promotion".)

When the faculty member has fulfilled her/his time in rank, and declares intention to go forward for promotion, and has been approved to do so, she/he will prepare a dossier for review, based on the criteria established at time of hire. The Chair/Director, the Faculty Advisory Committee of the school/department (note: the committee should include PPPs of higher rank), the Dean of the College of Fine Arts, and the CFA College Advisory Committee will review the candidate's dossier and make recommendations. This dossier is not submitted for external review. Assessment is conducted at the school/department and college levels only.

An Assistant or Associate Professor of Professional Practice denied promotion to the next higher rank must wait a minimum of two years before re-applying for promotion.

*Approved by College Advisory Committee 1 May 2018