

Guidelines and Criteria for Promotion and Tenure

A. Introduction

The Department of Architecture is an accredited professional and academic unit of the University offering undergraduate and graduate programs in architecture, interior architecture and historic preservation. The Department has an enrollment of approximately 600 full-time professional majors and offers the only accredited degrees in architecture and interior architecture in Oregon.

Department criteria for promotion and tenure acknowledge that architecture is a creative, multi-disciplinary profession founded in traditions of art, technology and the humanities. Excellence in the profession is not easily or quickly achieved and professional growth and achievement is dependent on sustained, long term commitments that often take much time to develop and advance.

Faculty in the Department are evaluated to University standards and measures of academic performance and merit. At the same time, the Department, its curriculum and faculty are obligated to the national standards and measures of a licensed and regulated profession. While academic and professional standards and measures are not necessarily in conflict, neither are they necessarily the same.

Diversity of professional expertise is valued, and the Department encourages specialization within an integrative and comprehensive understanding of architecture and design. The work of candidates for promotion and tenure will vary in emphasis between teaching and professional activity as will the measures and evidence of quality and exploration.

B. Teaching

Teaching of architecture depends upon knowledge in design and a diversity of specialized subjects. Faculty are expected to be both effective design teachers, able to integrate a range of subjects, and effective specialists, well founded in the knowledge of a particular curricular area. Most faculty teach both design and a subject area.

At the core of the program are the studio courses, in which faculty teach design through a particular design problem defined by the faculty member each term. These courses are taught like tutorials. Faculty members work directly with an individual student to develop a comprehensive design solution to this problem. Subject courses cover a range of curricular areas within the profession and are conducted in a variety of formats, lectures, labs and seminars, common to the University.

Within this structure, teaching loads are substantial. Design studios are 6-8 credit courses and meet 12 hours a week. Subject courses are 3-4 credits, equivalent to University norms in contact time and preparation requirements. In addition, faculty advise and direct a variety of independent studies and master's theses. Approximately 20 hours a week of a faculty member's time is allocated to direct teaching contact with students.

Candidates for promotion to Associate Professor rank with tenure are expected to have demonstrated effectiveness in teaching comprehensiveness and integration in design. In subject teaching, candidates are expected to have demonstrated creative and effective teaching of their subject, developing its content to make connections to the design program and to enhance the curricular area of which it is a part. In addition, candidates for promotion at Professor rank are expected to have demonstrated leadership in a curricular area.

Evidence of teaching quality can be found in both peer and student review. In design studio, the work of students is reviewed directly by faculty peers and professional peers outside the University several times a term. In the subject curriculum, opportunities for direct observation and contact by peers are common through shared lectures and collaborative ventures. Peers also evaluate the quality of teaching by reviewing course materials and examples of student work. Evaluation of quality in teaching is based on letters from students and former students who have entered the profession and standardized course evaluations.

C. **Research, Scholarship and Creative Practice**

Department criteria for promotion and tenure recognize applications of knowledge through architectural works as well as creation of knowledge through traditional research and scholarship. Architectural works considered for promotion and tenure include built and unbuilt projects completed for professional commissions, competitions or exhibition. These works are customarily commissioned or defined by a sponsor and, depending on their size and complexity, may take two years or more to develop. A candidate's contribution to an architectural work will often be in collaboration with other professionals. The nature of this work will vary with expertise and may include consultation in specialized areas as well as design. In all instances, a candidate's specific contribution to a work will be defined and evaluated accordingly.

Creative work, research and scholarship considered for promotion and tenure can include a range of publications, studies or demonstrations. Candidates are expected to have made vigorous, effective effort to advance and communicate the state of knowledge or practice in their area of expertise. Evidence can include recognition by peers, sponsors and the community; awards; publication in refereed journals; books; exhibitions; awards of competitive grants and external funding; and, invitations to lecture or consult. Quality of achievement will be measured as the significance or influence of the work for the discipline.

Candidates for promotion to Associate Professor rank with tenure are expected to have demonstrated achievement and promise in their area of research, scholarship or professional expertise. There must be evidence that a candidate's work will provide a foundation for further growth subsequent to tenure and promotion. Candidates for promotion to Professor rank are expected to have demonstrated leadership and

achieved national or international stature in their area of research, scholarship or professional expertise.

**D. Academic and Administrative Service,
Service and Activities on Behalf of the Larger Community**

The Department maintains a tradition of self-governance and administration dependent on effective, regular faculty participation. All faculty serve on department committees. In addition, faculty manage the professional programs of the Department. This commitment can be substantial and includes regular review and development of the curriculum; maintenance of archival records of student work; preparation for accreditation; evaluation of admissions files; and, student advising.

Service contributions on behalf of the public interest through national, professional and community organizations are encouraged and recognized as important to the mission and reputation of the Department and University.

Candidates for promotion and tenure are expected to share the service commitments and responsibilities borne by all faculty. Candidates for promotion to Associate Professor rank with tenure are expected to have demonstrated a service contribution to the department. Tenured faculty are expected to have demonstrated a service and leadership contribution to the School, University, profession and / or community.

In some instances, the service contributions of a candidate for promotion to Professor rank can be extraordinary and should be recognized as supplementary to their achievements in research, scholarship and creative practice. These kinds of service contributions are those where research, scholarship or creative practice expertise has been demonstrated in the formulation of goals and policies for national, professional or community bodies.

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