

# **Professional Practice Track**

## **Appointment, Reappointment, and Promotion Criteria**

### **General Description**

Faculty members in Mason Gross School of the Arts with appointments as professional practice faculty are expected to have professional experience, or equivalent intellectual capital, in their chosen field of professional practice which enables them to bring to their work as a faculty member professional perspectives and a breadth and depth of knowledge of the contexts in which graduates may be employed. Professional practice faculty may be engaged in the following: teaching classes, developing and managing applied learning opportunities such as field experience or internship, administration of academic programs, advising, and other related activities as appropriate.

Faculty members in these positions are assigned service responsibilities that are intended to support teaching and student development and/or the department, the University, or the profession. Scholarly activity may or may not be required. Faculty are expected to be engaged in outreach and may be required to remain active in their field of practice. These positions are reserved for individuals who are effective teachers and whose work in creative and/or scholarly professional practice(s) has been recognized by peers as making a significant contribution to the field.

### **Instructor of Professional Practice**

There will be no faculty appointed to this rank within this title series.

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### **Assistant Professor of Professional Practice**

#### **Appointment Criteria**

Assistant professional practice professors will hold a bachelor's degree, as well as a master's degree or equivalent experience in an appropriate performing or visual arts discipline. They will also:

- Have a minimum of four years of teaching experience at the college level.
- Have demonstrated record of successful teaching.
- Demonstrate efforts to develop their professional work.
- Have a national or international record of professional accomplishment.
- Show capacity to significantly contribute to the mission and goals of the Mason Gross School and Rutgers University.

#### **Reappointment Criteria**

Faculty members reappointed to the rank of assistant professional practice professor are expected to continue to meet the above criteria as well as the following:

- Contribute to the educational endeavors of the department and school through a consistent pattern of one or more of the following: strong student instructional ratings, service as a program or unit director, service as a lead teacher for a specific course offering, participation in the updating of existing courses and/or the development of new curricula.
- Demonstrate a growing record of professional activity and service. The professional activity may involve such endeavors as workshops or conference presentations; publications or reviews; memberships of arts boards; participation in concerts, productions, or exhibits; recognition within an appropriate field, etc.
- Demonstrate a significant record of service to the mission and goals of the school and university through evidence of successful implementation of administrative or managerial duties outlined in their appointment, and participation in school and university committees and functions; and,
- Receive positive departmental evaluations that reflect performance at or above standard for established criteria.

### **Promotion Criteria**

For consideration for promotion, candidates must have achieved a record of performance that exceeds the basic standards for assistant professional practice professor outlined above and meet the appointment criteria for the position of associate professional practice professor, as specified below. Candidates must have served in the rank of assistant professor for at least six years. The dean may waive the six-year requirement under special circumstances. Approximately five outside letters will be solicited as part of the promotion process.

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## **Associate Professor of Professional Practice**

### **Appointment Criteria**

Associate professional practice professors will hold a bachelor's degree, as well as a master's degree or equivalent experience in an appropriate performing or visual arts discipline. They will also:

- Have a minimum of eight years teaching experience at the college level;
- Demonstrate a record of sustained excellence and success in teaching and contribute to other educational endeavors of the department and school by assuming leadership in the development of the curriculum or by serving as a lead teacher for required courses.
- Have a national profile and a strong record of continuous professional accomplishment, as demonstrated by achievements that are recognized by colleagues and others in the field.
- Produce evidence of a continuous and expanding level of knowledge as evidenced by giving presentations at conferences and symposia, serving as a visiting lecturer or adjudicator at other colleges or arts organizations, giving workshops at other institutions, holding memberships on appropriate boards, and/or similar activities.
- Reflect a sustained capacity to significantly contribute to the mission and goals of the school and university based on a record of strong professional and administrative accomplishments.

### **Reappointment Criteria**

Faculty members reappointed to the rank of associate professional practice professor are expected to continue to meet the above criteria as well as the following:

- Demonstrate a strong and sustained record of excellence in teaching as demonstrated by strong student instructional ratings, provide evidence of leadership in the development and refinement of the curriculum, especially in the area of their expertise.
- Demonstrate a strong and expanding record of professional productivity.
- Demonstrate a substantial record of service to the mission and goals of the school and university as evidenced by successful execution of any administrative or managerial duties outlined in the appointment and by assuming a leadership role in committees and school initiatives.
- Receive positive departmental evaluations that reflect performance at or above standard for established criteria.

### **Promotion Criteria**

For consideration for promotion, candidates must have achieved a record of performance that exceeds the basic standards in the title of associate professional practice professor and meet the appointment criteria for the position of professional practice professor, as outlined below. They must have served in the rank of associate professor for at least six years. The dean may waive the six-year requirement under special circumstances. Approximately five outside letters will be solicited as part of the promotion process.

## **Professor of Professional Practice**

### **Appointment Criteria**

Professional practice professors will hold a bachelor's degree, as well as a master's degree or equivalent experience in an appropriate performing or visual arts discipline. They will also:

- Have a minimum of twelve years teaching experience at the college level.
- Demonstrate a record of sustained excellence and success in teaching as well as assume an instructional leadership role within the school, through lead teaching, improvement of key aspects of the curriculum, development of new courses, and/or a recognized expertise in one or more subject areas.
- Have a national profile and a strong record of continuous professional accomplishment, as demonstrated by achievements that are recognized by colleagues and others in the field.
- Demonstrate evidence of professional development through such means as participation in national conferences, membership in professional organizations, recognition at the national or international level, appointment to leadership roles in arts education or professional organizations, receipt of individual recognition and awards from professional organizations, or similar marks of distinction.
- Show a sustained capacity to significantly contribute to the mission and goals of the department and school through a record of exceptional instructional accomplishments.

- Demonstrate a successful record of achievement in mentoring, collaborative practice, and/or participation in service activities that enhance the sense of artistic community and/or goals of the department or school.

### **Reappointment Criteria**

Faculty members reappointed to the rank of professional practice professor are expected to meet the above criteria.

### **Promotion Criteria**

For consideration for promotion, candidates must have achieved a record of performance that exceeds the basic standards in the title of professional practice professor and meet the appointment criteria for the position of distinguished professional practice professor, as outlined below. Candidates must have served in the rank of professor for at least six years. The dean may waive the six-year requirement under special circumstances. Approximately five outside letters will be solicited as part of the promotion process.

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## **Distinguished Professor of Professional Practice**

### **Appointment Criteria**

The appointment criteria for distinguished professional practice professor include those for professional practice professor as well as the following:

- Significant national and international recognition of expertise by colleagues, peer institutions, media, or other significant national entities.
- Distinguished record of accomplishment as evidenced by presentations at prestigious national and international forums and events, participation as a subject-matter expert to major national and international media, participation in national and international conferences, etc.
- National and international leadership of significant professional organizations.
- Demonstration of international profile as a leader in area of expertise.
- Capacity and interest in mentoring other faculty.
- Evidence of service or professional stature as inducement for recruitment at the Mason Gross School or Rutgers University.

### **Reappointment Criteria**

Faculty members reappointed to the rank of distinguished professional practice professor are expected to continue to meet the above criteria with evidence of continuing achievement, contributions, and national and international recognition.