

DEVELOPING AND SUSTAINING HIGH QUALITY FACULTY

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IAIA GRADUATION

2018



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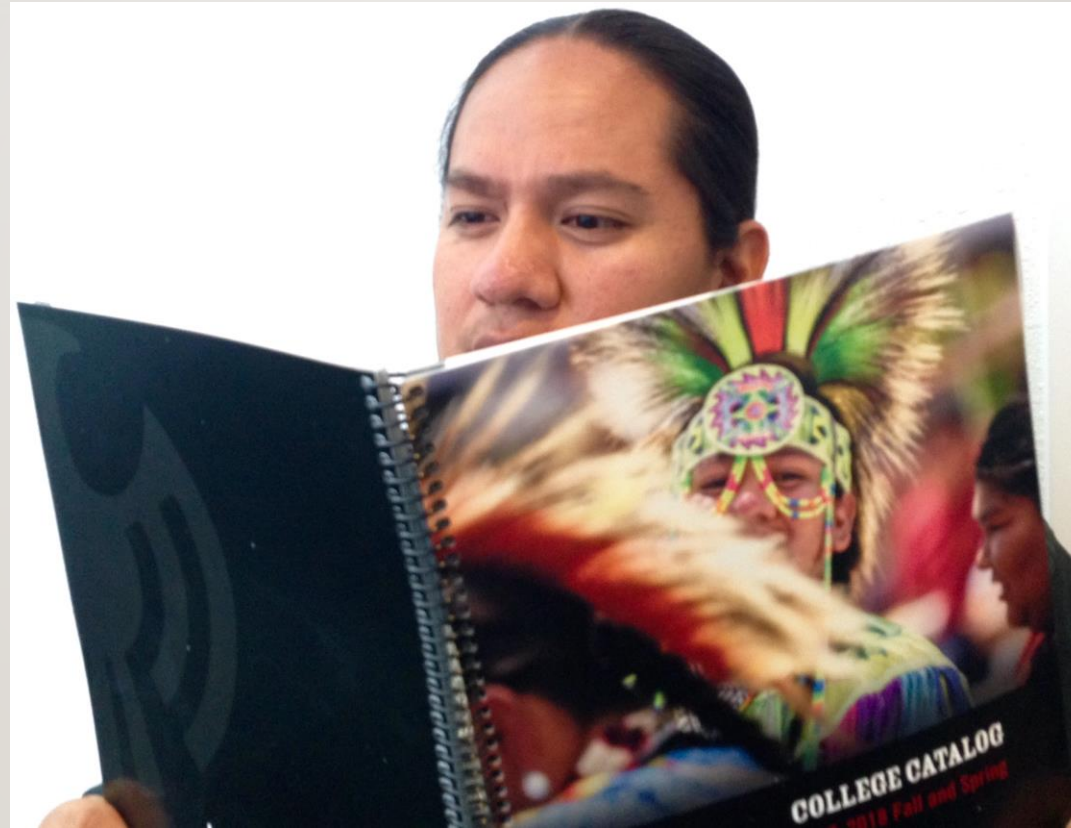
2018



A CORE COMPONENT

- must provide quality education, wherever and however our offerings are delivered.
 - We must have the faculty and staff needed for effective, high-quality programs.
 - Faculty teaching online and in-person provide the same information, services and rigorous expectations.
 - Sufficient numbers of faculty and continuity of faculty members to carry out both classroom and non-classroom roles of faculty.
 - Appropriately qualified.
 - Evaluated regularly
 - Stay current in their field.
 - Instructor are accessible to students.

FACULTY AND STUDENTS



FACULTY

- Faculty are hired to teach 18 credits per year with 9 instructional load credits per semester with the option of teaching an additional 3 credits per semester as an overload.
- Faculty are required to maintain 3 office hours per week.
- Adjunct faculty are hired and sign contracts to teach courses and add to the diversity of perspective taught at IAIA.
- As of Spring 2018, IAIA had 24 full-time teaching faculty: 3 have Ph.D., 1 has a J.D., 13 have an MFA, 7 have M.A. Of the current full-time teaching faculty, the average length of service at IAIA is 6.5 years.

CATEGORIES OF FACULTY.

REGULAR FULLTIME FACULTY

- Visiting faculty
- Instructor
- Assistant Professor
- Associate Professor
- Full Professor

OTHER

Adjunct faculty

- Distance learning
- On-site Adjunct
- Dual Credit

CATEGORIES OF FACULTY.

REGULAR FULLTIME FACULTY

- Faculty who teach at least three, 3 credit courses (or their equivalent) per semester. Regular full-time faculty are employed on an annual basis by contract are subject to reemployment through a renewed contract process and participate in IAIA insurance benefit program.

OTHER,ADJUNCT

- Other faculty are not entitled to: leave benefits, IAIA insurance benefits program.

VISITING FACULTY

- The faculty has a temporary appointment and should indicate the faculty members rank at their home institution.

INSTRUCTOR

- Instructor holds a bachelor's degree.

ASSISTANT PROFESSOR

- Holds a graduate degree appropriate to their discipline. At the beginning of their six year they can apply for promotion to Associate Professor.

ASSOCIATE PROFESSOR

- Holds a graduate degree appropriate to their discipline and demonstrate successful teaching, accomplished creative or scholarly work recognized by peers. At the beginning of their sixth year at the Associate Professor rank, the faculty may choose to apply for promotion to Full Professor.

FULL PROFESSOR

- Holds a terminal degree appropriate to discipline and a record of significant contribution to education, continued growth, development and accomplishment in teaching, research, scholarship or creative work and service.

FACULTY QUALIFICATIONS

Terminally-degreed faculty are preferred for all levels of instruction at IAIA.

- A master's degree in the discipline or subfield from a regionally or nationally accredited college or university.
- Or
- A master's degree in a related field and a minimum of 18 graduate level credit hours in the discipline or subfield from a regionally and nationally accredited college or university.
- OR
- An equivalent combination of education and experience (see tested experience)

TESTED EXPERIENCE

By professional accomplishment- A faculty member may not have a relevant degree but can provide evidence of exemplary work and accomplishment through a combination of 5 years of experience as practitioner in their field, including time in relevant community service and/or mentoring others.

By artistic expertise – A faculty member teaching may not have a relevant degree, but may have had 5 years of expertise, ability, and skills validated through publications, exhibitions, screenings or wide critical and public acclaim, training by time in relevant community service, and/or mentoring others.

By language proficiency – A faculty member teaching foreign language courses may not have a relevant degree but may demonstrate their qualification through recognition of competence by tribal leaders or through national recognized rating.

By licensure, or certification as appropriate to the field. (archery, basketball etc)

TC CANNON



PROMOTION IN RANK

- Process: Promotions Review Committee
 - Candidate initiates the promotion process by letter to committee.
 - Supporting documentation.
 1. Current CV
 2. Samples of current work. (publications and/or exhibition catalog)
 3. Samples of course materials
 4. Course evaluations
 5. Classroom observation team report
 6. Department Chair/Dean evaluation.

CRITERIA FOR PROMOTION

- Teaching effectiveness. 0-5 points
- Creative and Scholarly Work and Professional Activity. 0-5 points
- Service to the School, Department, Students and the Community. 0-5 points

FACULTY EVALUATION

- IAIA encourages its faculty to strive for excellence. Faculty evaluation is a continuous process, and the careful implementation of this process helps to provide the highest level of educational achievement. At IAIA a faculty member is an artist teacher or a scholar-teacher held in high regard for achievements in either or both categories.
- Evaluation of teaching effectiveness by department Chair occurs annually. Classroom observation and student evaluation are part of the process.

PATRICIA MICHAELS



FACULTY SALARY SCHEDULE

- In order to progress from on-year salary step to another, a faculty member must have a satisfactory performance evaluation completed by their supervisor.

FACULTY DEVELOPMENT

Individual faculty members are responsible for keeping abreast of both scholarship and pedagogy of their field(s). IAIA encourages faculty to participate in professional growth and enrichment by providing funds in the annual budget. A majority of the faculty attend workshops to advance craft knowledge or attend conferences to network with colleagues in the field. Additional money in the Deans budget is used for leadership development.

SABBATICAL LEAVE

- After six years of continuous teaching, a full-time faculty is eligible for sabbatical leave. It is used to pursue creative activities, scholarly research or professional development. Sabbatical leaves of absence are amongst the most important means by which an institutions academic program is strengthened.

RECRUIT AND RETAIN FACULTY

- Pursue the highest caliber talent.
 - Work with the department chair to define the position broadly
 - Form a committee of people who value diversity.
- We are developing a network for mentorship to nurture and support junior faculty.
 - Leadership development strategies.

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