



## **School of Architecture & Community Development: Tenure and Promotion Committee** 04 May 2022

### Promotion and Tenure Criteria and Guidelines University of Detroit Mercy School of Architecture & Community Development Updated Winter 2022

#### Architecture and Community Development Vision

The University of Detroit Mercy School of Architecture & Community Development (SACD) educates diverse graduates who are ethical and skilled designers and leaders in their communities, and supports outreach programs that enhance that educational experience and leverages our expertise in the local community.

#### Architecture Mission

The Architecture Program provides an excellent student-centered architectural education in an urban context. The program seeks to develop graduates who integrate sensitive design and critical thinking along with technical innovation and professional ethics; who have a broad and socially responsible understanding of the world; and are of service to their communities.

#### Community Development Mission

The Master of Community Development program prepares and empowers students to engage and collaborate with communities striving to improve their quality of life. Through an interdisciplinary approach rooted in service, social justice, and sustainability, the program integrates human, organizational, physical, and economic aspects of community development in the urban context.

#### Detroit Collaborative Design Center Mission

Design is an Act of Social Justice. All people have the right to well designed, healthy spaces and neighborhoods. DCDC works with communities who typically are left out of design decisions or do not have access to high quality design. DCDC facilitates an open and transparent process that builds trust and strives to include a variety of voices from a community. These perspectives are purposefully integrated into all designs to ensure that the spaces and neighborhoods reflect and elevate the spirit of the individuals and communities who already live, work, play and worship there. We use urban design, landscape architecture and architecture to amplify and transmit the cultures of our Detroit Communities.



## Promotion and Tenure Criteria and Guidelines

Tenure track faculty are typically hired in the SACD at the rank of Assistant Professor based on academic and professional qualifications. Holding a terminal degree is expected for all tenure-track positions. The terminal degree is considered to be a Masters Degree (which may be a Master of Architecture degree, or a degree in an allied field when applicable such as a Master of Fine Arts, Master of Urban Planning, Master of Urban Design, Master of Landscape Architecture, or Master of Community Development). A professionally accredited five-year Bachelor of Architecture Degree in conjunction with significant experience in professional practice is also eligible for terminal degree status.

Expected levels of achievement are noted below for the rank of Associate Professor, Professor, and Professor of Practice.

Candidates are also expected to meet the University's tenure and promotion guidelines and contractual requirements. Information regarding criteria, dossier content, instructions for dossier submission, dossier transmission forms, and important dates can be found on the Office of Academic Affairs web page.

### **Associate Professor**

#### Teaching Ability

Providing a student centered education is the principal objective of the School of Architecture and Community Development and is central to the role of an associate professor in the School. Therefore, it is essential that faculty applying for tenure and promotion to the rank of Associate Professor demonstrate an ability to make a positive contribution to the SACD curriculum by conveying key principles in their discipline, by developing fundamental skills in their students, and by inspiring students to excellence.

Documentation of teaching ability should include course syllabi and descriptions, samples of exemplary student work, and positive acknowledgment of teaching ability as evidenced in course and teacher evaluations from students. In addition, based on high levels of interpersonal engagement with students in the SACD, participation in scholarly service such as invitations to participate on student critiques also demonstrates a form of peer reviewed confirmation of teaching abilities.

#### Scholarly or Applied Research and Creative Activities

In support of the advancement of the mission of the SACD, the faculty engages in an inclusive model of research that may include applied research such as professional practice, research-based practice, or technical research, and may also include scholarly research such as the authoring of papers and journal articles and the development of



other creative activities such as installations or “un-built” and/or speculative work. The pursuit of un-built work such as competition entries, gallery exhibitions, etc. represents a hybrid form of research that is both scholarly and applied in some sense and is therefore a meaningful form of research for the discipline. The quality of the above mentioned activities will be shown to have been achieved through a peer selection process, professional competition, committee selection, or other form of external verification or validation. A post-factum publication of projects or artistic activity in professional media is also allowed. It is expected that faculty applying for tenure and/or promotion to the rank of Associate Professor demonstrate ongoing research as defined above that contributes to the body of knowledge that may be transmitted to our students, the academy, or the profession. Due to the mission of the SACD, research may also include community design and development, social justice, and civic engagement. Because of the highly collaborative nature of our work, co-authored work or work done as part of a professional team is certainly acceptable, but the role of the applicant in such projects should be described in detail. Documentation of scholarly or applied research and creative activities should be demonstrated with copies of relevant texts or visual documentation of the work and may include a wide variety of any of the following forms of evidence:

- Documentation of built or un-built work executed as part of ongoing professional or research-based practice, which demonstrates professional competence.
- Documentation of speculative work or other creative activities that may be un-built such as competition entries or other forms of public dissemination, which might or might not be peer reviewed.
- Technical forms of research such as material investigations or environmental technology studies supported by grants or published in a peer-reviewed venue.
- The completion of additional professional certifications during the probationary period such as attaining an Architecture, Urban Planning, or Interior Design license or LEED accreditation.
- Design, representation, or exploratory work exhibited in a gallery, juried festival, or other public forum.
- Peer reviewed scholarly abstracts or papers presented at conferences and/or published in regional or national conference proceedings and/or professional or academic journals.
- Lectures presented publicly by invitation on research topics or current work. Certain invited lectures may count as peer reviewed if evidence of a rigorous selection process occurred prior to the invitation.
- Books or chapters from books on relevant research topics.
- Documentation of an award given to a project, research, or other creative activity is considered peer reviewed.
- Documentation of an award given to the individual or firm/organization where the individual plays a primary role will be considered peer reviewed.



## Service and Leadership

As a reflection of the mission of the SACD, it is expected that faculty applying for tenure and promotion to the rank of Associate Professor demonstrate a commitment to the School, the University, the Profession, and their surrounding community through service and committee work. Pro-Bono work executed in professional practice could be considered both Research and Service.

Documentation of service and leadership should include evidence of meaningful participation and engagement in committees and other extra-curricular or service activities that contribute to the advancement of the School, the University, the Professions of Architecture and Community Development, and the larger community.

## Professor

### Teaching Ability

Providing a student centered education is the principal objective of the School of Architecture and Community Development and is central to the role of a professor in the School. Therefore, it is essential that faculty applying for promotion to the rank of Professor demonstrate an ability to continue to make a positive contribution to the SACD curriculum by conveying key principles in their discipline, by developing fundamental skills in their students, and by inspiring students to excellence.

Documentation of teaching ability should include ongoing evidence similar to what is required for the rank of Associate Professor that shows a continued or improving level of high achievement and teaching ability during the time period following the previous promotion.

### Scholarly or Applied Research and Creative Activities

It is expected that Faculty applying for promotion to the rank of Professor demonstrate ongoing research that continues to make a significant contribution to the body of knowledge that may be transmitted to our students, the academy, or the profession.

Documentation of scholarly or applied research and creative activities should include ongoing evidence similar to what is required for the rank of Associate Professor that shows a continued level of high research achievement or improvement during the time period following the previous promotion.



## Service and Leadership

As a reflection of the mission of the SACD, it is expected that faculty applying for promotion to the rank of Professor demonstrate an undiminished commitment to the School, the University, the Profession, and their surrounding community through service and committee work. Pro-Bono work executed in professional practice can be considered both Research and Service.

Documentation of service and leadership should include ongoing evidence similar to what is required for the rank of Associate Professor that shows a continuing or an improved level of engagement with the School, the University, the Profession, and the broader community.

## Lecturer / Professor of Practice

### Definition

The title of Professor of Practice is to be used in the School of Architecture and Community Development where a potential member of the faculty offers a greater level of professional experience rather than primarily academic experience to the School, but in a role that is more significant than an adjunct position. A Professor of Practice position is intended to recognize the significant value of professional practice to the education of future architects and community developers. These positions may include a modified teaching load along with possible administrative duties, such as but not limited to serving as the director of the mandatory Professional Experience Program (aka Co-Op), or as a full-time staff member in our in-house professional practice, the Detroit Collaborative Design Center, or as a practitioner serving in the Master of Community Development program, possibly in an administrative role.

A Professor of Practice is also considered a Lecturer based on the terms outlined for that full time faculty status by the UDMPU Collective Bargaining Agreement. Refer to the UDMPU CBA for issues related to continuous employment including requirements for promotion to the position of Lecturer II / Professor of Practice II and Senior Lecturer / Senior Professor of Practice.

### Minimum Qualifications

Holding a terminal degree is expected for Professor of Practice positions. The terminal degree is considered to be a Masters Degree (which may be a Master of Architecture degree, or a degree in an allied field when applicable such as a Master of Fine Arts, Master of Urban Planning, Master of Urban Design, Master of Landscape Architecture or Master of Community Development). A professionally accredited five-year Bachelor of



Architecture Degree in conjunction with significant experience in professional practice is also eligible for terminal degree status.

Candidates for Professor of Practice should have several years of full-time professional practice experience in their area of expertise and several semesters of prior university-level teaching experience commensurate with the expected teaching responsibilities to be assigned. Valid and active professional licensure is a desirable qualification in most instances but is not mandatory in all cases.

### Teaching Ability

Providing a student centered education is the principal objective of the School of Architecture and Community Development, including within the “teaching hospital” setting of the Detroit Collaborative Design Center. Although a Professor of Practice may or may not be assigned a full teaching load, it is essential that potential Professors of Practice demonstrate an ability to contribute to the SACD curriculum by conveying key principles in their discipline, by developing fundamental skills in their students, and by inspiring students to excellence. Documentation of teaching ability is similar to the process of assessing other members of the faculty.

### Applied Research or Creative Activities

It is expected that Professors of Practice maintain an ongoing applied research practice that continues to make a significant contribution to the body of knowledge that may be transmitted to our students and/or our outreach work.

### Service and Leadership

As a reflection of the mission of the SACD, it is expected that Professors of Practice demonstrate a commitment to the School, the University, the Profession, and their surrounding community through various forms of engagement and service. Pro-Bono work executed in professional practice could be considered both Research and Service.

### Letters by External Reviewers

Associate Professor, Professor, and Professor of Practice

The process for acquiring Letters by External Reviewers will be the same for all promotion and tenure applications.

SACD requires three external reviews. The Candidate will provide a list of a minimum of five names to the Dean. The Dean may add names to the list provided by the candidate. Of the three required reviews, two must come from the Candidate’s list and one can



either be obtained from the Candidate's list or from the names added by the Dean. The Dean will provide a letter to External Reviewers outlining requirements for candidates and expectations for reviewers.

May 15	Candidate provides list of possible External Reviewers
August 1	Dean receives confirmation from External Reviewers
August 15	External Reviewers receive Candidate's digital dossier
September 10	Dean receives Letters from External Reviewers

