

National
Association of
Schools of
Art and
Design

November 10, 2004

Jean N. Donegan
Coordinator, Division of Art
School of Fine Arts, P.O. Box 2025
Nicholls State University
Thibodaux, LA 70310

Dear Professor Donegan:

The NASAD Commission on Accreditation, at its October 2004 meeting, voted to grant Membership to Nicholls State University. The enclosed *Commission Action Report* provides the official description of this action and, if applicable, any requests for additional information.

This action is taken upon review of Nicholls State University according to accreditation standards in effect in October of 2004. As a member of NASAD, the institution is responsible for participating in all revisions and additions to the standards, as well as maintaining its curricular programs in the visual arts and design field current with NASAD standards as these are developed.

Please accept our congratulations on behalf of the Association.

With best wishes for the success of your program, I remain

Sincerely yours,



Samuel Hope
Executive Director

SH: ch

Enclosure

cc: Stephen T. Hulbert, President
Nicholls State University
Lesley A. Cadman, President, NASAD
Raymond Allen, Chair
NASAD Commission on Accreditation
Terrence Coffman, NASAD Visitor
Oliver H. Evans, NASAD Visitor

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National Association of Schools of Art and Design

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COMMISSION ACTION REPORT

This document provides the official action of the Commission as indicated in the cover letter of the same date.

NICHOLLS STATE UNIVERSITY
Division of Art

November 10, 2004

Action:

The Commission voted to accept the response and grant Membership for a period of five years with the degree listing indicated below.

The Commission requests a progress report addressing the issue listed below.

NASAD Degree/Program Listing:

Bachelor of Arts —4 years: Art; Secondary Education (Art Education K-12).

Next Full Review:

2007-2008 Academic Year

Item for Progress Report:

The Commission notes that Nicholls State University has been actively seeking solutions to space issues and now has a three-phase plan to address the space needs of the Division of Art. The Commission requests documentation concerning the completion of Phase I and Phase II and a progress report concerning Phase III (see Response, pages 3-4; item 3.; Visitors' Report, page 19, item R., paragraph 6; *NASAD Handbook 2003-2004*, pages 69-70, item II.Q.).

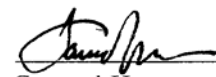
Due Date for Progress Report:

September 1 for consideration at the Commission meetings of October 2005.

The "Procedures for Submitting Responses and Progress Reports" may be downloaded from the NASAD web site at <http://nasad.arts-accredit.org> (see "Publications" and, beneath that, "Accreditation Procedures").

Commendations:

Nicholls State University is commended for its achievements and plans, and for its thorough attention to NASAD standards. In addition, the Commission commends the institution for the measures taken in support of faculty loads, faculty development and the appointment of four full-time, tenure track faculties since Fall of 2003. The Commission congratulates the institution on its accomplishments.



Samuel Hope
Executive Director

Samuel Hope
Executive Director
SH: prw

NATIONAL ASSOCIATION OF SCHOOLS OF ART AND DESIGN

VISITORS' REPORT

for

**SCHOOL OF FINE ARTS—DIVISION OF ART
NICHOLLS STATE UNIVERSITY**

Dr. Carol Britt, Director
School of Fine Arts

April 15 — April 16, 2003

Visiting Evaluators:

Terrence James Coffman, President
Milwaukee Institute of Art & Design, Team Chair

Oliver H. Evans, President/Vice Chancellor
Kendall College of Art and Design/Ferris State University

Programs or degrees currently listed in the NASAD Directory for which renewal of
Final Approval for listing is sought:

Bachelor of Arts in Art —4 years

Bachelor of Arts in Secondary Education,
Concentration in Art Education (Certification: K-12) — 4 Years

Visitors' Report

The following report and any statements therein regarding compliance with NASAD accreditation standards represent only the considered opinion of the visitors at the time of the visit. Definitive evaluation of compliance and the accreditation decision will be made by the Commission on Accreditation following a complete review of the application, including the Self-Study, the Visitors' Report, and any Optional Response to the Visitors' Report submitted by the institution.

Introduction

NICHOLLS STATE UNIVERSITY began as Francis T. Nicholls Junior College of LSU on September 23, 1948 with 161 students. Charles C. Elkins was named dean. Seventy-five sophomores graduated at the first commencement in 1950. On July 11, 1956, Governor Earl K. Long signed the bill establishing Nicholls as a four-year college. In 1963, Vernon F. Galliano was named president. The first dormitories opened on September 7, 1964. Nicholls was granted Membership by SACS in 1964. The graduate program began in 1965. Nicholls became a university in 1970. Donald J. Ayo was named president in 1983; he will retire this year. Dr. Stephen J. Hulbert will be the new president. Associate Membership in NASAD was granted to the Department of Art in 1997.

The Department of Art originated in Elkins Hall in 1948, the first building on campus, and was moved in 1970 to its present location in Talbot Hall. The head of the department at this time was Dick Cook. Ron Benson became department head in the 1970s and held that position until 1976, when Dr. Armando Garzon-Blanco was named head. Dennis Sipiorski was named department head in the early 1990s and remained in that position until 2002. Carol Britt was named director of the School of Fine Arts in 2003.

A.

Mission, Goals and Objectives

The visitors found the Mission, Goals and Objectives of the ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY to be well defined and consistent. There is a strong sense of institutional direction and purpose defined within the Mission, Goals and Objectives statements of the school.

B.

Size and Scope

NICHOLLS STATE UNIVERSITY appears to have complied with the NASAD standards governing size and scope. However, recent growth in the ART

DEPARTMENT raises questions as to whether the University will continue to comply without additional resources. The art program has experienced dramatic growth in the past few years, increasing from 45 students in 1991 to 145 students in 2001, and although the faculty and other resources have, thus far, been able to adjust to this growth, the ART DEPARTMENT has clearly reached a point where additional faculty resources are necessary. In terms of course offerings and facilities, the University appears able to support the current offerings in the ART DEPARTMENT, however the studio facilities are limited. The painting classroom is cramped and drawing room is small making it difficult to view models. Because of current space limitations and faculty overload, scheduling conflicts exist which hamper or limit students' abilities to enroll in classes. There is not sufficient room within the current facilities for any future expansion of enrollment or minor degree offerings.

Of special concern to the team, the UNIVERSITY and the ART DEPARTMENT are the new standards for admission to Louisiana universities, (as described in the ART DEPARTMENT 's Self-Study) which become fully effective in the Fall of 2005. UNIVERSITY officials anticipate this new standard will adversely impact enrollment at NICHOLLS STATE UNIVERSITY and may result in reduced FTE students within the ART DEPARTMENT. While such a change could result in enrollment shifts throughout the state, the consequences will most likely be short term and after four or so years of implementation, the long term result will most likely be a more stable and better prepared student body. Currently, 40% of the freshmen entering NICHOLLS STATE UNIVERSITY fail to matriculate to the sophomore year.

C. Finances

THE ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY has a strong, carefully developed budget planning process. It begins with the input of the faculty, the Area Coordinator of Fine Arts, the Director of the School Fine Arts and Music through the Dean of the College of Arts and Sciences and finally to the President and Board of Trustees.

An experienced and dedicated administrative staff skillfully manages the ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY's finances. The budget appears to be sufficient to support its mission, goals and objectives and programs of the department. The ART DEPARTMENT has strong support from the University as evidenced by support of the budgets submitted. These budgets have included significant increases to cover technology enhancements, kilns, plotters, bronze casting facilities and classroom space over the last few years. The team recognizes the substantial contribution by the faculty to gamer grants and gifts that have also added substantial enhancement to the Art History classroom, computer training programs for faculty and the Sculpture & Folk Art Center.

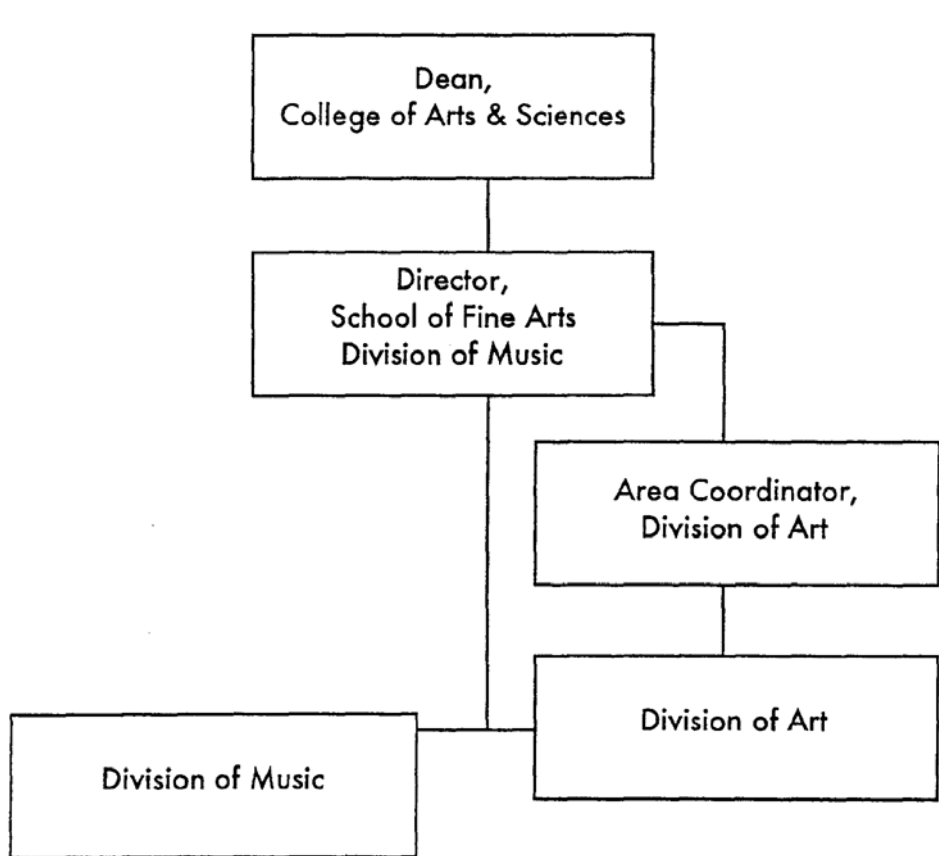
With the recent merger of the Art and Music Departments there is concern for the consolidation of fees jointly shared between both areas. The art faculty, and in particular the art coordinator, should play a significant role in the budgeting process.

**D.
Governance and Administration**

The administrative staff, in the areas of professional and support personnel, appears to be competent in accomplishing its tasks effectively.

The visiting team found the governance and administration of the ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY to be different than described in the Self- Study. The administrative chart in the Self-Study describes how the organization functioned at the time of the writing of the document. However, during the interval between the completion of the Self- Study and the team visit, a new system was put into place.

The new organizational structure for the School of Fine Arts follows.



The following memo from the Dean of Arts and Sciences to the visiting team chair provides the rationale for merging the MUSIC and ART DEPARTMENT to create the School of Fine Arts that resulted in a new governance structure.

“JUSTIFICATION FOR ADMINISTRATIVE REORGANIZATION

There are three reasons behind the decision to combine the Department of Music and the Department of Art in order to establish the School of Fine Arts:

- 1 The designation “School” adds prestige to both programs.*
- 2. It is our belief that this added prestige will facilitate fundraising efforts and the ability to find a prominent citizen to sponsor the “School.”*
- 3. This reorganization is part of a University effort to combine programs and thereby reduce the number of department heads in order to make it financially feasible to shift department heads from nine-month to twelve-month positions.”*

The Director of the SCHOOL OF FINE ARTS OF NICHOLLS STATE UNIVERSITY offers energetic leadership. Her recent appointment followed a successful transition since her appointment in 1993 as a faculty member to the department as head of Music, and since the Self- Study was written, to her current status. While there will be a period of building a new relationship between the two merged departments the team feels the closer connection between Music and Fine arts areas will be mutually beneficial. Collaboration, cost savings, development potential and shared facilities should provide for greater economies and opportunities for students as well as faculty.

The recent appointment of Michael Howes as Art Coordinator provides the ART DEPARTMENT with an experienced faculty leader who has served his colleagues and the institution well since 1977. His appointment provides experience and continuity, as well as a historical perspective. The job description follows.

“The Art Coordinator reports to the Director, is appointed annually, and serves at the pleasure of the Director. The Coordinator is expected to hold a faculty appointment and to teach a minimum of six hours.

Specific duties of the Coordinator are assigned by the Director and may include the following:

- a. Assist in planning and developing program curriculum, policies, and activities.
- b. Provide information to the Director regarding faculty evaluations and recommendations for reappointment, non-reappointment, tenure, promotions, and leaves of absence.

- c. Inform the Director of budgetary concerns.
- d. Inform the Director of the state of the maintenance and security of equipment, facilities, and supplies.
- e. Inform the Director of safety procedures for laboratories and other environments, facilities, and operations.”

The team was pleased to find that several of the ART DEPARTMENT’S faculty serve on key committees. However, a number of faculty expressed concern that under the new administrative structure it is not clear to them the role that the Art Coordinator plays in their evaluation or how they might be involved in the evaluation of the Art Coordinator. The team suggests continued attention to inclusion and communication.

E. Faculty and Staff

The team was impressed with the obvious dedication and competency of the faculty. There is a wonderful sense of dedication to the school within this group. A full-time staff person ably serves the ART DEPARTMENT, and NICHOLLS STATE UNIVERSITY faculty is qualified by education and experience to support the programs in the ART DEPARTMENT. However, as enrollments have increased in the ART DEPARTMENT the University has not adequately expanded the number of faculty needed to keep pace with that growth. Many faculties are teaching overloads, (oftentimes without additional pay) and are sometimes voluntarily taking on additional teaching responsibilities in order to ensure students are offered the courses they need. Unless the University develops a plan for addressing the need for additional faculty, there is a risk that the University will be out of compliance with this standard.

While no question exists that the faculty have responsibility for the curriculum and that the faculty carry out their teaching and advising responsibilities, the team is concerned as to whether faculty are provided sufficient opportunity to effectively pursue their own creative work. The University requires that faculty be on campus five days a week, three days for teaching with an additional twelve hours for advising, planning and office hours. The team is concerned that the University does not ensure or encourage the faculty the opportunity to pursue their own creative work, thus severely constraining the professional level of expertise expected in a NASAD accredited institution. In this regard, the team notes that a five-day week schedule, which includes overload teaching, may benefit the institution financially, but may short change the students and discourage faculty morale; (If NICHOLLS STATE UNIVERSITY changes this policy, the ART DEPARTMENT will need to expand both full and part time teaching appointments.)

The team is also concerned that there have been no sabbaticals for faculty in the ART DEPARTMENT in over twenty-five years. Faculty feels dissuaded from applying and hopeless that they might receive support, therefore they have not applied in recent years. This, coupled with the five-day week, has created a feeling among ART DEPARTMENT faculty that the UNIVERSITY undervalues their professional endeavors.

F. Facilities, Equipment and Safety

The studio facilities and adjacent spaces are generally professional in appearance, clean and well cared for. Ventilation and fire safety, security systems and studio equipment are in good working order. The classrooms are well lighted and overall, reflect a professional atmosphere.

The ART DEPARTMENT has developed a program with the Kenny Hill Sculpture Garden Project located in Chauvin, LA. The former ART DEPARTMENT head, Dennis Sipiorski initiated contact and has worked closely with the Kohler Foundation in the preservation of this site. The Kohler Foundation donated this entire site, valued at over 2 million dollars to the University. The Kenny Hill location contains a teaching facility used by faculty, students and the UNIVERSITY community to exhibit work, teach off campus courses and offer folk art and sculpture related programming.

Several students expressed the need for more computers and plotters. Seniors indicated a desire for dedicated individual studio space. During the team's interviews with students, concern was expressed regarding the limited access hours to the computer labs and studios. The building closes at 10:00 p.m. Monday through Friday, is open until 7:00 p.m. on Saturday, and is closed on Sunday. For those students who need access to the computer labs and working spaces, this presents an obstacle to their ability to meet the needs of their assignments.

G. Library

Governance

Based on a tour of the library and meetings with the Interim Director (soon to be the Director) and with the liaison responsible for the art and design collection, the team concludes that the NICHOLLS STATE UNIVERSITY Library appears to comply with the NASAD standards. In addition to the Director, who clearly has an understanding of, and respect for, the needs of the art and design program, the NSU Library has a staff person that works as a liaison with the ART DEPARTMENT. Through this collaboration, the NSU Library is aware of the needs of the ART DEPARTMENT and appears to meet those needs efficiently and effectively.

Collections

The NSU Library holds a solid collection that supports both the art history and the studio courses at NSU. As noted in the Self-Study (p. 132), Aüthe Ellender Memorial Library houses over 532,000 volumes; 232,000 monographs; 2,119 journal titles with 80,673 volumes; and 448,427 government documents; and thousands of titles on microfiche and microfilm. There are 6,761 art books in the collection; 45 art periodical titles; and 130 videotapes and films. The collection complements the curricular offerings in art/design

and offers material to support all courses from the introductory to the advanced levels.

The library is also part of the Louisiana Library Network (LOUIS), a state-wide system which seeks to ensure that Louisiana libraries are the premier resource for authoritative information to support the instructional needs of their communities. This system provides a rich resource for NSU faculty and students and complements the existing strengths of the NSU Library.

The library staff and the faculty member offered evidence that a method exists for acquiring new materials and for evaluating the continued relevance of existing materials. The faculty are directly involved in this process both through the faculty member who works directly with the library and through their own ability to request the acquisition of materials directly.

Personnel

The NSU library has adequate staff to meet its responsibilities to the ART DEPARTMENT. The staff includes a liaison who works directly with the ART DEPARTMENT, as well as a Director who is obviously knowledgeable about the ART DEPARTMENT and supportive of its mission.

Services

The team confirmed that the Library maintains the schedule of operations included in the Self- Study. As such, the NSU Library maintains a schedule that ensures that it is accessible to students and faculty. The library is automated and has recently updated to the SIRSI system, a web-based project that allows for updating and expansion of the library, and collection. As noted earlier, the NSU Library is a part of LOUIS, the Louisiana Library Network that links the resources of libraries throughout the state.

In addition, the relationship between the library and the ART DEPARTMENT is one of NICHOLLS STATE UNIVERSITY's strengths. An obvious respect and collaborative spirit exists among the faculty member who works directly with the library and the library staff. This spirit results not simply in a responsive library and a strong collection, but also in the offering of special programs which integrate the library's special resources (e.g., its collection of maps) with the curriculum.

Facilities

The library is an inviting and spacious facility that includes many study areas and seems to be a popular place for students to work. The art and design collection is easily accessible and is located near a large study area.

Finances

Although budgets are limited, the library has seen an influx of resources in the past several years, and faculty finds the library responsive to its needs and requests in terms of adding resources to the collection.

H. Recruitment, Admission, Retention, Advisement and Record Keeping

Recruitment

NICHOLLS STATE UNIVERSITY's Admissions Office has overall responsibility for the University, admissions and record keeping. The Admissions Office understands the art program and is committed to it. The Admissions Office feels the ART DEPARTMENT has a strong record in recruiting for the art and design programs. The University does not engage in specialized recruiting for art students, although the ART DEPARTMENT is in the process of developing a specialized brochure for its programs. There appears to be a spirit of cooperation between the ART DEPARTMENT and the Admissions Office.

Retention

NICHOLLS STATE UNIVERSITY's ART DEPARTMENT has a strong record of retaining its students. Students speak very positively about the education they receive at NICHOLLS STATE UNIVERSITY, and the small classes and the opportunity to work closely with the faculty have an obvious impact on retention. In addition, the Department undertakes proactive initiatives (e.g., contacting students who do not return) in order to identify potential issues affecting retention.

Record Keeping

Students graduating from NICHOLLS STATE UNIVERSITY meet the published graduation requirements. Advising (see below) ensures that students know and meet those requirements. Faculty have access to student records through the University's student information system.

Advising

Student advising is handled within the unit. There is some contention between the administration, which is requiring faculty be on campus five days a week in part so that faculty are available to advise students, and the faculty's perception that advising, especially as students proceed in their majors, should be done within the ordinary class time. In terms of advising itself, however, students report that they receive timely and accurate information about degree requirements and that the faculty further advise them based on an awareness of a student's individual goals, strengths, and areas for improvement.

J. Published Materials

NICHOLLS STATE UNIVERSITY, published materials appear to meet NASAD's standards. The University's website, as well as its printed materials, contain clear, accurate, and consistent information. Such information is readily available to students and the public. The University's Bulletin includes information about the University's mission, goals, and objectives. It includes a complete description of the requirements students must meet in order to be awarded a degree.

**K.
Branch Campuses, External Programs, Use of the Institution's Name for
Educational Activities Operated Apart from the Main Campus or the Primary
Educational Program**

N/A

**L.
Community Involvement and Articulation With Other Schools**

N/A

**M.
Non -Degree-Programs for the Community**

N/A

**N.
Standards for (A) Independent Postsecondary Art/Design Units without Regional or
Other
Institutional Accreditation**

N/A

**O.
Programs, Degrees, and Curricula**

1. The Bachelor of Arts in Art-4 years appears to meet NASAD requirements for the distribution of credits among studio, art/design history and general academic studies. The curriculum appears to be appropriate. Art students are required to complete beginning levels of drawing, painting, printmaking, ceramics, sculpture, design, color design, and photography and a four-semester art history sequence. Students are advised to take beginning drawing, beginning design and color prior to enrolling in more advanced courses thus providing students with a strong, basic visual sense and technical foundation. The curriculum requires an additional 30 hours in intermediate and advanced levels of chosen media giving students depth in several areas of concentration. Courses at the intermediate and advanced levels allow students opportunities to develop, the visual sensibility established at the beginning level. Because students are required to take all beginning level courses, plus 30 hours at the intermediate and advanced level, they have a more complete understanding of a wide range of tools, sensibilities, and techniques upon which they concentrate on concept and imagery during their senior year.

The team recognizes the strong institutional and ART DEPARTMENT commitment to assessment of the **Bachelor of Arts in Art—4 years** and encourages continued evaluation and the on-going commitment to the demonstrated success we observed. The

team notes and encourages the efforts of faculty to improve advising so that students progress efficiently through the program. We support the faculty's contention of a need to continue assessing the degree program to look for ways to improve the sequence of studio and art history courses. Several students and faculty mentioned to the team a need for a second semester of required drawing by all students and we agree that such a requirement will serve to enhance student abilities.

The Bachelor of Arts in Secondary Education, Concentration in Art Education (Certification: K-12)—4 years appears to meet NASAD requirements for the distribution of credits among studio, art history, education and general academic studies. The relationship between the ART DEPARTMENT and the Department of Teacher Education administration can best be characterized as one of co operation, mutual respect and concern for the students in the art education curriculum. The art education curriculum is within the administrative control of the Department of Teacher Education. The curriculum appears to be appropriate and the administrators of both Departments are committed to the development and enhancement of the program. The art faculty is engaged in the art education teacher preparation and evaluation process. A member of the ART DEPARTMENT's faculty serves as coordinator for art education student teachers and sits on the Education Council as a representative of the ART DEPARTMENT.

The College of Education, Department of Teacher Education of NICHOLLS STATE UNIVERSITY requires art education students to follow the University's requirements for general education distributed among written and oral communication, humanities, mathematics, natural sciences, and social and behavioral sciences. Students take 35 percent of their studies in art and/or design, including art history, 27 percent of their studies in professional education, teaching methods, and student teaching. In addition, 52 percent of their studies are given to general studies and required general studies electives. Basic studio skills are emphasized with requirements including beginning levels of design, painting, drawing, printmaking, ceramics, and sculpture. Twelve semester hours are required in intermediate or advanced studio courses. All beginning courses emphasize a basic understanding of media and process as well as an understanding of the creative possibilities of the media.

The art education student is required to take four art history survey courses that provide an introduction to the visual arts beginning with prehistoric and ending with modern and contemporary art. Courses further provide students with terminology for describing art and for the analysis of the creative process. Students are encouraged to analyze artistic traditions and to examine the role and impact of historical and individual style throughout the history of art. The courses consider issues of technology, biography, style, and economics, as well as the role of social and historical forces.

All education majors complete general study courses and professional education courses. Students in education are given in-depth course work in psychology, education principles and practices, methods of instruction, planning, classroom management, observations and field experiences, and student teaching.

The team recognizes the strong institutional and ART DEPARTMENT commitment to assessment of the **Bachelor of Arts in Secondary Education, Concentration in Art Education (Certification: K-12)—4 years** and encourages continued evaluation and the on-going commitment to the demonstrated success we observed.

2. The degree requirements and procedures are clearly published and appear to meet NASAD standards. Transcript review by the team indicated that students have completed all curricular and graduation requirements of the ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY.

3. The team was presented with sufficient evidence of student work to determine that the quality of work is appropriately high and appears to be in compliance with NASAD standards for curricular structure and essential competencies. Student assignments appear to be challenging and complex. Coursework spans the development of material comprehension, construction skill and conceptual development. The classrooms are well equipped and of a scale and size to support instruction.

4. The ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY has developed an impressive public gallery space on the second floor of the ARTS building. The main critique and exhibition space for student work is on the walls of classrooms and hallways. The gallery is well lighted and ample in size. The student exhibition and annual thesis exhibition provide opportunities for work selected by the faculty and for thesis presentations to be viewed by the community.

5. The ART DEPARTMENT offers off-campus courses through the Division of Continuing Education, Educational Outreach and Service Programs, and the Office of Camps and Conferences. Off-campus art appreciation courses are offered at several area high schools. The locations of the art appreciation courses rotate every semester they are offered. These courses are consistent with on-campus courses. The courses are popular and well-attended by hundreds of students each semester; however, they place a burden on the ART DEPARTMENT's faculty, who are required to do overload teaching in order to meet the demand.

P.

Art/Design Unit Evaluation, Planning, and Projections

The visitors reviewed the long-range plan and found that most of the goals outlined for the ART DEPARTMENT have been accomplished. The visitors observed that NICHOLLS STATE UNIVERSITY has undertaken a new long-range planning process and indications are this process will be completed within the next few months.

The team encourages NICHOLLS STATE UNIVERSITY to continue to encourage the role of the ART DEPARTMENT's faculty with respect to the movement of planning from the central administration out into the community of faculty, staff and students, and back again. There is much to be said in favor of broadly based planning, which can provide a useful balance to the ART DEPARTMENT's pattern of organization.

Q.
STANDARDS SUMMARY

- **It appears to the team, there is not adequate time for full-time faculty to continue professional growth.**

On the basis of the self-study and the site visit, the team finds the ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY does not appear to meet the NASAD standards as it relates to faculty loads. Page 57 of the NASAD Handbook, Operational Standards E. Faculty and Staff, 4. loads, paragraph one states: *“Faculty loads shall be such that faculty members are able to carry out their duties effectively. Faculty members shall have adequate time to provide effective instruction, advise and evaluate students, continue professional growth, and participate in service activities expected by the institution. The teaching loads of those having administrative and consultative duties should be appropriately reduced.”* **The team is concerned that faculty are required to work on campus five days a week. Three days of teaching plus twelve hours of office hours for planning and student advising leaves little time to pursue their professional creative work.**

- **It appears to the team that professional development is inadequate.**

On the basis of the self-study and the site visit, the team finds the ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY does not appear to meet the NASAD standards as it relates to faculty development. Page 58 of the NASAD Handbook, Operational Standards E. Faculty and Staff, 8. Faculty Development, paragraph one states: *“Institutions and art/design units must encourage continuing professional development, even funding is limited. Sabbatical or other professional leaves; participation in activities that foster exchanges of ideas; cooperative activities and research, scholarship, and course preparation are encouraged and should be provided for art and design faculty consistent with support provided to comparable units in the institution. Whatever the institution ‘faculty development policies and mechanisms, the primary initiative for professional growth rests with each faculty member.”* **The team is concerned that faculty have not been granted sabbaticals or professional leaves in over twenty-five years.**

R.

Overview, Summary Assessment, and Recommendations for the Program

We believe the institution’s assessment of itself contained in the self-study document is well defined. We also offer additional findings for the ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY to consider.

Strengths:

- The ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY has a supportive UNIVERSITY Administration, committed leadership from the Dean of Arts and Sciences, a dedicated and enthusiastic supporter of the arts in the Vice President of Academic Affairs. The new Director of Fine Arts is eager to build upon the past success of the ART DEPARTMENT and the recently appointed Department Coordinator, is a distinguished long time member of the ART DEPARTMENT faculty who will provide continuity and the continued good leadership the DEPARTMENT has enjoyed for many years.
- The ART DEPARTMENT is blessed to have a dedicated, effective faculty, a competent support staff and a talented, enthusiastic student body.
- The relationship of mutual support and respect between the art and the graphic design program is reflected in positive student comments about the opportunities for cross-disciplinary work.
- The ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY offers strong Programmatic offerings reflected by compelling student work that demonstrates solid preparation, and student commitment to artistic excellence.
- NICHOLLS STATE UNIVERSITY provides a collaborative relationship between the ART DEPARTMENT and the UNIVERSITY library, which has resulted in both a strong art and design collection and programs which draw upon such assets as the library's archives to enrich the student's educational experience.
- There is a strong sense of community and a clear commitment to the mission, goals and objectives of the ART DEPARTMENT by all constituencies.
- The ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY is financially stable as evidenced by a well-organized budget process and control system that is prudent and consistent with sound financial decision-making. Likewise the administration's financial commitment to ensure that the art program has the equipment necessary to provide a solid educational experience has been substantial.
- The curriculum requirements encourage student development.
- The ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY's enrollment is stable and continues to grow.
- The Chauvin Sculpture Garden & Folk Art Center at NICHOLLS STATE UNIVERSITY is an important community resource and teaching tool. There are a myriad of possibilities for ART DEPARTMENT programming, fund raising and exhibitions.

Recommendations for Improvement:

- The current full-time faculty load of a five day work week is excessive, leaving little time for continued professional artistic development. The ART DEPARTMENT and NICHOLLS STATE UNIVERSITY administration will be well served by reviewing current faculty loads of the current requirement of 18 contact hours of teaching with an additional 12 hours required for advising, office hours and committee responsibilities.
- A meaningful program of sabbatical leaves is needed to provide the art and design faculty the opportunity to strengthen their continued professional growth.
- The team recommends the ART DEPARTMENT develop dedicated individual studio spaces to accommodate senior thesis students.
- The team recommends that careful oversight be given to the newly implemented governance structure to provide an effective and efficient means for identifying and addressing issues affecting the ART DEPARTMENT. The Art Coordinators role in evaluation and merit compensation decisions is essential.
- The students would be better served by another required course in drawing and likewise benefit by the addition of an elective three-dimensional design course.
- The team strongly supports the need for two additional full-time appointments as well as additional adjunct faculty positions in the ART DEPARTMENT.
- Access for students to the facilities during evening and weekends beyond the current closing time of 10 p.m. Monday —Friday and 4p.m. on Saturday, is advised.
- In light of the new state admission standards, the team encourages the development of a revised Long Range Plan for the ART DEPARTMENT, with particular attention given to staffing and faculty projections, facilities enhancements, building and space needs, capitol needs and budget goals. The team suggests establishing year-by-year objectives to accomplish goals, and the team encourages broad participation by faculty, staff, students and the administration of the UNIVERSITY in the preparation and monitoring of the plan.

Future Issues Facing the Institution:

- The need to redefine space to accommodate the possibility of shifting enrollments.
- The size and scope of full-time faculty and their work load.
- The continued fiscal stability of the ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY. Assuming a renewed US economy, a successful transition in complying with the new state admission mandates and the continued need for qualified artists, designers and art teachers, the challenges to maintain the current levels of stability will

be: the need for elevated levels of state appropriations, increased tuition and ancillary income, private and public grants and donations to meet the salary and benefits demands, the increasing costs of technology and utilities, the need for additional space and continued maintenance of existing facilities of the ART DEPARTMENT OF NICHOLLS STATE UNIVERSITY.

Suggestions for Development during the Projected Accreditation Period:

- The ART DEPARTMENT administration should consider developing a communication plan or strategy to keep faculty and staff informed of how the implications of the new state mandate effects them and the department.
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National
Association of
Schools of
Art and
Design

December 3, 2003

Professor Michael W. Howes
Coordinator, Division of Art
Nicholls State University
P.O. Box 2025
Thibodaux, LA 70310

Dear Professor Howes:

The NASAD Commission on Accreditation at its October meetings gave careful consideration to the application for Membership submitted by Nicholls State University.

The Commission voted to continue the Associate Membership status of the institution and to seek further information before completing its work with the application. This deferral by the Commission is not a negative action. Rather, it enables consideration of issues and concerns by the institution and the Commission within the framework of the present Self-Study and on-site visit.

The institution is asked to respond to the following concerns:

1. The institution is asked to provide evidence that the NASAD standards are being met for students in the Bachelor of Arts — 4 years: Secondary Education (Art Education K—12), regarding the following requisite competencies: (a) six to nine semester hours of advanced work in at least one or more studio areas and/or art application areas; (b) technical processes to include a functional knowledge in such areas as physics of light, chemistry of pigments, the chemical and thermal aspects of shaping materials, and the basic technologies involved in printmaking, photography, filmmaking, and video; (c) art education methods courses taught by faculty who have had successful experience teaching art in elementary and secondary schools and who maintain close contact with such schools; and (d) supervised practice teaching by qualified art education personnel from the institution and the cooperating schools. The institution should provide additional information as to how advising for course selection is accomplished with regard to upper-level studio specialties (see *NASAD Handbook 2003-2004*, pages 108-110, items XLC.2., 3., 4.).
2. Information available to the Commission indicates that beginning in the 2004-2005 academic year, students will be required to take a second semester of drawing, and that beginning sculpture (Art 241) will become Art 240 or a three-dimensional design course. The response should include documentation or a copy of the 2004-2005 *Undergraduate Bulletin* confirming these changes.
3. The Commission requests a copy of the art/design unit's new long-range plan mentioned on page 6 of the institution's Optional Response. The Commission is seeking evidence that planning is continuing, with particular attention to the relationship between priorities and resources, i.e., staffing and faculty projections, space acquisition and utilization plans, replacement of critical equipment, and upgrades to computers for graphic design (see *NASAD Visitors' Report*, page 19, item R., paragraph six; *Optional Response*, page 6; *NASAD Handbook 2003-2004*, pages 69-70, item IIQ.).
4. The Commission notes the progress made in the areas of faculty loads and faculty development provided in the institution's Optional Response to the *NASAD Visitors' Report*. The institution is asked to provide evidence of the impact on the workload change from a 5-day to a 2- or 3-day teaching schedule and the reduction of student advising from 12 to 6 hours per week.

The response should include a copy of the guidelines for release time for major projects and the procedures for granting a semester sabbatical leave every third semester to one qualified member of the Division of Art (see NASAD Visitors' Report, page 16, item Q., paragraph 2, and page 7, item E., paragraph 2; Optional Response, pages 2-3; NASAD *Handbook 2003-2004*, pages 57-59, items II.E.4., 8.).

5. The Commission notes that the institution has converted a half-time position in drawing to a full-time position, effective Fall 2003. The institution is asked to provide a Faculty Record Report and curriculum vitae for the person appointed to teach drawing and to confirm the start date. The response should also provide additional information concerning its progress with the addition of a second full-time position for the 2004-2005 academic year (see NASAD Visitors' Report, page 19, item R., paragraph 4, and page 7, item E., paragraph 1; Optional Response, page 4; NASAD *Handbook 2003-2004*, page 57, item II.E.2.).

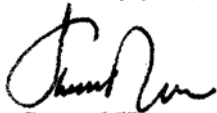
The response should be submitted by September 1 for consideration at the Commission meetings of October, 2004.

A copy of the NASAD Visitors' Report is enclosed, along with a document outlining the procedures for submitting the response.

Please contact the NASAD National Office staff for further clarification, information, or assistance in responding to issues raised by the Commission.

With best wishes and cordial regards, I remain

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Samuel Hope', is written over a horizontal line. The signature is cursive and somewhat stylized.

Samuel Hope

Executive Director

SH: ws
Enclosure

cc: Stephen T. Hulbert, President
Nicholls State University
Lesley A. Cadman, President, NASAD
Raymond Allen, Chair
NASAD Commission on Accreditation
Terrence Coffman, NASAD Visitor
Oliver H. Evans, NASAD Visitor