

January 2009

Evaluation Criteria and Standards for Reappointment, Tenure, and Promotion in the Art and Art History Department

The Department of Art and Art History is a complex academic unit. It includes two distinct programs, one in Studio and the other in Art History; moreover, the department is the academic home for the position of University Gallery Director. In the areas of teaching, service to the university, and public service or service to the community, the Art Department believes the same criteria and standards are applicable to all faculty. However, the three areas of specialization mentioned above require different terminal degrees and areas of competence, and involve quite distinct professional activities. Therefore, the criteria for evaluating scholarship, research, and creative achievements, while parallel in many ways, will be specified for each area separately.

Weight given to the four areas of evaluation: 1) The Art Department strives for excellence of teaching and holds effective teaching as essential to the performance of its permanent faculty. 2) As a community of active artists and scholars, we give nearly equal emphasis to creative and scholarly achievements, which, besides their intrinsic value, contribute to our teaching practice. 3) Although not as central as teaching and scholarship, university service is deemed important and it is the responsibility of every permanent faculty member to make significant contributions to university life. 4) We expect that each faculty member is an active participant in their community, and recognized involvement and contribution in their self-described community is necessary for tenure or promotion.

I. Criteria for Evaluation of Teaching:

The Department expects probationary and tenured faculty to demonstrate mastery of the criteria listed in Section II (A.1) of the University's RTP Policy, dated July, 2009.

A) For Reappointment: Probationary faculty are expected to show progressive mastery of university criteria for teaching performance, culminating in general mastery of the nine aspects by the end of the second probationary year. Performance adequate for reappointment is to be demonstrated in three ways:

- 1) Student evaluations, administered as indicated in University RTP Policy, Section II (A.2.b), will be collected from two or more classes each semester, and from these, two classes will be selected by the candidate, as specified in current University policy, for summary and analysis for the RTP document.
- 2) Peer evaluations, conducted as stipulated in University RTP Policy, Section II (A.2.a), must indicate that teaching performance meets professional standards.

- 3) Self-assessment should describe the candidate's teaching assignment, modes of instruction, and teaching goals. The candidate should identify areas of teaching strength, substantiated by course materials and evaluations of performance, but he or she should also address any areas of concern raised by student or peer evaluations. Moreover, it is expected that the probationary faculty member will maintain a grading practice reflecting high academic standards.
- B) For Tenure: The candidate must meet the criteria for reappointment as detailed above; moreover, he or she must demonstrate that in at least one area of the curriculum his or her performance is exceptional.
- C) For Promotion: The candidate must show a consistent record of excellence in teaching, as described above, and a strong commitment to the program's goals, as exemplified by work in such areas as curriculum development and student advising.

II. Criteria for Evaluating Scholarship, Research, and Creative Achievements

A) Art Studio:

- 1) For reappointment: The candidate must be a productive artist, as demonstrated by involvement on the local and regional level in juried and invitational exhibitions.
- 2) For tenure: He or she must have a substantial record as an exhibiting fine artist. Elements of this record likely include, but are not limited to, participation in local, regional, and national juried shows, curated exhibitions, one-person exhibitions and commissioned public works. Examples of venues supporting professional exhibitions include, but are not limited to, regional art centers, museums, non-profit alternative spaces, or public arts organizations. Grants, awards and residencies are also appropriate signifiers of professional arts activity. Involvement in panel discussions, slide presentations, talks, workshops and portfolio reviews sponsored by museums or professional organizations in the arts are also signs of productive activity and enhance a candidate's case.
- 3) For promotion: The candidate must show a consistent and developing record in the activities mentioned above, and have the reputation of an established artist in his or her medium.

B) Art History:

- 1) For reappointment: By the end of the second probationary year, the candidate is expected to demonstrate involvement in scholarly

- activities by delivering at least one paper at a regional or national conference; chairing a panel, serving as a respondent, or giving guest lectures at other institutions would enhance the candidate's case.
- 2) For tenure: The candidate is expected to be actively involved in scholarly activities at the national level, including at least some publication (articles in recognized professional journals or a scholarly book); papers delivered at national conferences and sessions chaired or service as respondent are further signs of significant activity.
 - 3) For promotion: The candidate must show a consistent and growing record of scholarly achievements, as described above.
- C) Gallery Directorship: The Gallery Director is expected to plan and develop a long-range gallery exhibition program which allows the gallery to function as an important focus of cultural activity for the university and the larger community it serves. This mission implies a complex set of activities that are, on the one hand, organizational, and, on the other, scholarly and creative. Activities required by the position include: Researching grant proposals; fund raising and development; establishing outreach to the surrounding community and region; pursuing contacts with collectors at local, regional, and national levels; maintaining relations with regional and national museums, art centers and galleries; assuring the gallery's representation of a wide spectrum of arts, including appreciation for diversity in the arts; mounting exhibitions and producing exhibition catalogs, including introductory and critical essays; demonstrating the Gallery's benefit to the instructional program in the arts and to the University community at large.
- 1) For reappointment: The candidate must demonstrate effectiveness in carrying out the basic functions detailed above.
 - 2) For tenure: The candidate must have a consistent record of quality exhibitions, accompanied by catalogs or supporting materials, and a developing record of positive critical response to shows; a growing success record in obtaining grant moneys and contributions; cordial and productive relationships with the university, the community, and the art world on a national scale.
 - 3) For promotion: In addition to the foregoing, the candidate must have an exceptional record of exhibitions, as evidenced by achievements such as the mounting of traveling shows, national recognition as acknowledged through articles or reviews, and so forth.

III. Criteria for Evaluating Service to the University

The Department expects all permanent faculty to make a significant contribution to university life through the kinds of service detailed in the University RTP Policy, Section II, D. In addition to the specific examples outlined in Section D, the Department also recognizes the increasing opportunity for faculty service in the arenas of recruitment, community outreach and development. A candidate's chosen areas of service must entail a significant contribution of time and energy, include department and university-wide commitments, and become progressively weighty as the candidate moves up in the ranks.

IV. Criteria for Evaluating Public Service and Service to the Community

The Department recognizes the kinds of service listed in the University RTP Policy, Section II, E. Such service is required for tenure or promotion. The term 'community', however, is to be self-described by the candidate. That identification will serve to contextualize the specific involvement and contributions made by the candidate.

Note: All Criteria are the same for one- and two- year reappointment recommendations.