

# Department of Art and Art History Criteria for Tenure and Promotion

## Studio Art

*-Revised April 2014-*

*-Approved by FEC 2015-*

The Department of Art and Art History follows the procedures and criteria for FACULTY EVALUATION as prescribed in the bylaws of the College of Arts and Sciences of Rollins College - Article VIII. In addition to adherence to Article VIII, the department endorses and follows the additional criteria and definitions outlined below:

### **TENURE AND PROMOTION:**

#### **1. Criteria for Evaluating Teaching Excellence** (Article VIII, B, Section 1-B)

The Department of Art and Art History recognizes that Rollins values teaching excellence above all other criteria. The candidate for tenure and/or promotion in Studio Art should demonstrate a record of quality teaching at Rollins College and a commitment to evolve as a teacher in ways that benefit the needs of the Department of Art and Art History and the intellectual and artistic growth of Rollins students. Although measuring teaching excellence is an imprecise venture, we believe that certain means of evaluation are cumulatively revealing. We will employ/review the following:

- 1) The candidate's self-assessment statement, detailing teaching/learning philosophy, goals, pedagogy, and plans.
- 2) The candidate's course syllabi, sample assignments, course websites if available, and sample student work.
- 3) The candidate's demonstration of artistic competence and artistic mentorship of students as they progress in their development of skills necessary for communication through a visual language.

- 4) The candidate's demonstration of quality and proficiency of *student work* in studio art production.
- 5) Reviewers' interpretations of patterns that emerge in student evaluations over time.
- 6) Faculty and administration observation of candidate's classes.
- 7) Conversations and interviews with students who are advisees of the candidate or class members.
- 8) Additional means suggested by the candidate.
- 9) Discussion with the candidate.

The candidate should include with her/his materials:

- a) A general statement concerning her/his teaching experience at Rollins. This should also include a statement of teaching philosophy.
- b) Evidence of how the philosophy is carried out.
- c) Evidence of reflection on how her/his teaching has evolved since coming to Rollins and discussion of how she/he responded to student and peer feedback.
- d) Syllabi, assignments, and sample student work past the mid-course review or past tenure in the case of promotion to full professor.
- e) Other material that supports the candidate's case for tenure and/or promotion, such as written comments of peers who observed the candidate's teaching, letters from students, and/or nomination for or the award of teaching awards.

**PROMOTION TO FULL PROFESSOR:** The candidate for promotion to Full Professor, having already demonstrated a record of teaching excellence at the College by virtue of the award of tenure and promotion to Associate Professor shall continue to demonstrate a sustained pattern of teaching excellence post the candidate's award of tenure/promotion to Associate Professor and prior to the candidate's application for promotion to Full Professor. In this regard, the candidate should make an ongoing commitment to *evolve* as a teacher in ways that benefit the needs of the Art and Art History Department and the intellectual and artistic

growth of Rollins College. The above criteria apply along with the ability to demonstrate a serious reflection on his or her teaching with a commitment to improvement in all areas of teaching.

## **2. Criteria for Evaluating Research/Scholarship (Article VIII, B, Section 1-B)**

For studio artists, the main form of scholarship is the regular production and public exhibition of creative work. The candidate in studio art will demonstrate to the committee a consistent pattern of exhibitions by participation in local, state, regional, national and/or international exhibitions in public venues appropriate to their particular medium.

Acceptable artistic venues can be—but are not limited to—museums, commercial galleries, university and college galleries, not-for-profit alternative exhibition spaces as well as public art spaces. Appropriate exhibitions can include any of the following, listed in order of how demanding and/or challenging such an opportunity is:

<b>Stature of Venue/Press/Journal (by rank of importance)</b>	<b>Exhibition Types (by rank of importance)</b>
International	Solo (Invitational/Curated); Public Commissions
National	2-person (Invitational/Curated)
Regional	Group (Invitational/Curated)
Local	Juried Exhibitions
	Non-juried Exhibitions
	Print
	Online

This table is intended to provide a rough guideline only. It is understood that some work is not amenable to gallery or commercial settings (e.g. ephemeral art, environmental art, some installations, etc.)

Generally, creative research can be gaged by the quality and quantity of activities. Specifically, the quality of exhibitions can be evaluated by considering the reputation of the jurors, the reputation of the exhibiting institution, the nature of the show (i.e., all media, limited to one discipline or theme, etc.), the geographical range (i.e., local, regional, national, international), the acceptance rate, prizes received by the candidate, reviews of the candidate's work by qualified critics, scholars, etc. Generally speaking, the quality of the activity should be determined by the intersection of the columns / hierarchies listed in the table above.

**Regional** is defined by exhibitions, reviews and venues where the work is juried or selected from a regional pool of artists and the audience is principally regional in scope, whereas a **national** exhibition is selected from a pool of artists having either a national audience or national reach through the reputation of the venue or through publications. This can be true even when the exhibition is held in the region. In the case of juried competitions, the level and scope of the competition, as evidenced by such data as the number and geographic range of applicants, are factors that a candidate can use to document the status of a particular venue. Part of the definition of establishing a national record is participation in exhibitions outside of the Southeast, and in venues that have been selected by nationally recognized jurors or curators and/or held at reputable private galleries, university galleries, art centers or museums across the country as recognized by experts in the field of specialization.

An **international** exhibition is selected from an international pool of artists and has an international audience even when the venue takes place in the United States. Part of the definition of establishing an international record is regularly participating in exhibitions outside of the country, and in venues that have been selected by internationally recognized jurors or curators and/or held at reputable galleries, art centers or museums abroad.

Grants for creative work, commissions and all other creative projects may also be categorized as regional, national, or international depending on the client, location and process of selection. Reviews, catalogue reproductions, articles and books of an artist's work are also part of the evidence used to judge the stature of a candidate's work as an artist. Papers delivered at regional, national, or international conferences, artist residencies, visiting artist lectures and other public presentations will also be considered as part of the candidate's evidence of recognition. The expected number of art exhibitions may vary depending on medium. The scale of a particular artist's work or the nature of the materials

should also be taken into consideration when judging the record and number of shows. Solo exhibitions or closely curated smaller group shows should also be given more weight if they are at reputable and established regional, national, and international venues.

For some studio faculty, critical and historical writing about studio art, as it relates to art disciplines, may also be presented as evidence of research. In the case of publications, the quality of the publication, the type of journal, the reputation of the publisher, acceptance rates, whether the publication is co-authored or the work of the candidate alone, reviews of the publications, and so forth will be used to determine the quality of the contribution. Other examples of scholarship that will be considered *in addition to* a candidate's record of exhibitions are:

- a) Curatorial work done for a museum, gallery, or other public art institution
- b) Presentation of papers at regional or national conferences at which the papers submitted are screened by peers
- b) Articles and reviews published in professional journals in which materials are screen by peers
- c) National publication of a book or textbook related to the candidate's specific area of expertise
- d) Acceptance to an artists' residency program
- e) Internal or external grants, fellowships or awards granted for creative production
- f) Invitation to be a guest artist/lecturer at other institutions of higher education, museums, galleries, and other public art venues

Excellence in scholarship is assessed by evidence of a pattern of consistent, ongoing participation in a variety of the exhibition opportunities described above. In addition to other scholarly activities, successful candidates for tenure and/or promotion will have at least two exhibition opportunities that are considered highly demanding on their exhibition record. The candidate for tenure and promotion to associate professor should include with her/his materials:

1. A current CV listing all exhibitions and other scholarly work since coming to Rollins. Scholarship completed before the candidate's initial appointment will not count toward tenure.

2. A general introduction to her/his creative work, including a five-year plan beyond the awarding of tenure.
3. Examples of creative work, both completed and in progress.
4. At least one letter from an outside reviewer. While the Faculty By-Laws state that outside review of research is optional for consideration for tenure and promotion, the department believes that candidates' best interests are served by obtaining external commentary. Therefore, to be eligible for tenure and promotion to associate professor, the candidate should:
  - a. In consultation with the department chair, identify an art professional who can knowledgeably and impartially comment on the candidates' scholarship. When the professional who is identified is approved as an external reviewer by the department chair, he/she will request a letter of evaluation from that reviewer. Appropriate external reviewers include:
    - A museum director or curator, gallery owner or curator, or independent curator familiar with his or her work
    - A tenured academic contemporary artist or art historian from another institution of higher education
    - A professional art critic from an established publication

PROMOTION TO FULL PROFESSOR: Pursuant to the College By-laws, the College has higher expectations for candidates for Full Professor than for candidates for tenure/promotion to Associate Professor. The candidate must demonstrate a significantly stronger record of scholarly accomplishment to merit promotion to Full Professor. In this regard, the candidate must demonstrate that the quality of the creative/scholarly work produced after promotion to Associate Professor makes a measurable contribution to the field and that the quality, quantity, and recentness of these contributions (through significant exhibitions, critical reviews, and/or grants and professional honors) serves to distinguish the candidate in a specific area of expertise.

Specifically, candidates for Full Professor are expected to have (at a minimum) the following: A record of seven exhibitions since the candidate's award of tenure/ promotion to Associate Professor and prior to the candidate's application for promotion to Full Professor, including three solo exhibitions at the regional, national or international level at an art center, university gallery, private gallery or museum.

These are normal expectations; the particular nature of the candidate's work will influence expectations of its production and presentation, and no single requirement can be seen as universal. The Full Professors on the art faculty will have the discretion to make judgments on the basis of quality over quantity when the particular research records warrants such an exception.

### **3. Criteria for Evaluating Service (Article VIII, B, Section 1-B)**

The candidates CEC expects faculty members to make contributions to 1) the College community; 2) the local community; 3) and/or the candidate's professional/artistic community prior to being considered for promotion.

The Department of Art and Art History expects faculty members to make a contribution to the college community beyond the classroom and beyond production/research efforts to earn tenure and/or promotion to associate or full professor. Such contributions should include:

- a) Active participation in the planning, implementation and review of departmental programs and activities.
- b) Demonstration of positive adjustment to the department and the college community, including effective and consistent interpersonal association with members of the departmental and college community and continued contribution to a cooperative work environment.
- c) Participation in advising. All members of the Department of Theatre Arts and Dance are expected to assume a fair and reasonable share of the advisee load and to carry out all responsibilities associated with the role of academic advisor with professionalism and competence.
- d) Outreach to the community as a professional artist and participation in worthy organizations designed for the enhancement of community life.
- e) Contribution to the college community through participation in college committees.

Commitment to service is ascertained by the following:

1. Evidence of service to the department.
2. Evidence of service to the college.
3. Discussion with the candidate.

The candidate should include with her/his materials:

1. A general statement on the candidate's service.
2. Evidence of consistent participation in any of the activities listed above.

PROMOTION TO FULL PROFESSOR: Given the College's mission to promote that faculty and students function "as responsible citizens and workers in a global society," a candidate who applies for promotion to Full Professor must demonstrate a commitment to a *pattern* of active participation in service activities within the College, local, and candidate's professional artistic communities post the candidate's award of tenure/promotion to Associate Professor and prior to the candidate's application for promotion to Full Professor. In addition, the candidate should endeavor to take on leadership roles within those committees/organizations whenever possible.