

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

-Revised 2021-
-Approved by FEC 2021-

The Department of Art and Art History follows the procedures and criteria for FACULTY EVALUATION as prescribed in the bylaws of the College of Liberal Arts Faculty of Rollins College - Article VIII.

In addition to adherence to Article VIII with its emphasis placed on 1) teaching excellence, 2) active scholarship, and 3) college service, the following criteria will be used by the Department of Art and Art History to evaluate the merits of the application of all candidates for reappointment, tenure, and/or promotion. It is the responsibility of faculty candidates to make a case that they merit tenure and/or promotion. This requires the candidate to assemble supporting documents that must include all of the following:

- Professional assessment statement that demonstrates how their professional life in teaching, scholarship, and service forms a coherent whole that supports the mission of the department and Rollins College. No longer than 3000 words.
- Sample syllabi, assignments, examples of student work, and other relevant course materials.
- Evidence of ongoing creative and scholarly activity, including exhibition announcements, reviews, etc. (As described under Scholarship section.)
- Current curriculum vitae.

Candidates will be evaluated on the basis of the evidentiary case they present to the Candidate Evaluation Committee (CEC).

TEACHING

The Department of Art and Art History endorses the following statement from the College of Liberal Arts Faculty By-Laws (Article VIII, Section B, Subsection Teaching):

“Rollins College expects the candidate to demonstrate both high competence in their field(s) and the ability to convey knowledge of their field to students. While we recognize the legitimacy of a wide variety of teaching methods, the candidate must be able to organize coherent and useful courses, stimulate student thought, challenge student assumptions, and establish a realistic but demanding set of expectations.”

Promotion to Associate Professor

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. Although measuring teaching excellence is an imprecise venture, we believe that certain means of evaluation are cumulatively revealing. Effective, quality teaching is more than generating positive evaluations from students. Good teaching also involves setting rigorous and clear expectations for students, and being available to students to discuss their work.

The criteria for assessing teaching are in accordance with the standards stated in the Faculty By-Laws. Evaluation of teaching quality is multifaceted and multiple direct and indirect observation methods are employed to assess teaching quality. In evaluating teaching, the CEC will: (1) review the candidate's self-assessment statement; (2) review the candidate's course materials (e.g., course syllabi, sample assignments, course websites if available, and sample student works); (3) conduct classroom visits; and (4) analyze student evaluations as assessed by the Course and Instructor Evaluation (CIE) form. The CEC may also consider peer reviews conducted by colleagues outside the Department, formal evaluations of learning outcomes, communications from current and former students, feedback from colleagues who have taught with the candidate, and other relevant documentation provided by the candidate.

Teaching excellence will be demonstrated by the following:

- Evidence of the ability to organize clear, coherent, and meaningful courses.
- Demonstration of artistic competence and artistic mentorship of students as they progress in their development of skills necessary for communication through a visual language.
- Evidence of consistent student satisfaction with the courses taught by the candidate.
- Interpretation and reflection on the patterns that emerge in student evaluations and the associated teaching adjustments made over time.
- Awareness of new or innovative pedagogical approaches and their utilization where appropriate.
- High expectations and standards for the quality of student work.
- Methods of assessment that are comprehensive, challenging, and relate clearly to the content and substance of coursework.
- Willingness and ability to adapt courses to address evolving contemporary art dialogues.
- Accessibility to students outside of the classroom, along with posted office hours.
- Responsiveness to feedback from colleagues and students.

Promotion to Full Professor

We expect candidates for promotion to Full Professor to present evidence of a continuing pattern of excellence and growth as noted by the preceding standards and sources of evidence. They should also demonstrate a willingness to develop courses in new areas, to apply new methods and approaches in their courses, to respond to different student learning needs, and in general, to provide evidence of a level of pedagogical sophistication appropriate to the candidate's rank and years of service. 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 the candidate's teaching with a commitment to improvement in all areas.

Evidence of such development could include:

- Development of new courses, and course redesign to incorporate new materials and pedagogical strategies.
- Supervising independent studies, and advising Honors in the Major students.
- Participation in teaching/learning workshops and colloquia (on and/or off campus).
- Grants (internal and/or external) focused on teaching/learning.
- Teaching Awards.

RESEARCH AND SCHOLARSHIP

The Department of Art and Art History endorses the following statement from the College of Liberal Arts Faculty By-Laws (Article VIII, Section B, Subsection Research and Scholarship):

"We expect the candidate to demonstrate scholarly accomplishment, as well as ongoing intellectual activity directed toward making a contribution to his or her fields(s) and/or toward the extension or deepening of intellectual competence. We recognize the value not only of scholarship in a particular academic discipline, but also in interdisciplinary scholarship and pedagogical research."

Promotion to Associate Professor

For studio artists, the main form of scholarly accomplishment is the regular production and public exhibition of creative work. Candidates for tenure and/or promotion are expected to have (at a minimum) the following: A record of four exhibitions, two of which are solo exhibitions at an art center, public art venue, university gallery, private gallery, alternative art space or museum. It is understood that not all contemporary art is amenable to installation in traditional exhibition spaces, and thus exhibitions held in unconventional venues may be counted. When a candidate makes the case that their particular research record warrants such an exception, the CEC and the external review letter included in the candidate's file will be used

to substantiate their scholarship as demonstrating their relevance and active engagement in the field.

We also expect candidates for tenure and/or promotion to make the case that their creative work demonstrates a pattern of ongoing intellectual activity, suggesting an intellectual and creative life that will continue after the awarding of tenure and/or promotion. Ongoing intellectual activity is demonstrated through participation in at least one scholarly activity per year, in addition to the required exhibitions. Examples of scholarly activities that will be considered include: an exhibition, curatorial project, publication, artist talk, commission, conference presentation, grant, fellowship, award or residency.

The candidate for tenure and promotion to Associate Professor should include with their materials:

- 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.
- An artist statement, that serves as a general introduction to their creative work.
- Examples of creative work, both completed and in-progress.
- Scans of artifacts, including exhibition announcements, texts, reviews, conference programs, etc.
- 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 expert commentary. Therefore, to be eligible for tenure and promotion to Associate Professor, the candidate should, in consultation with the department chair, identify an art professional who can knowledgeably comment on the candidates' scholarship. When the professional who is identified is approved as an external reviewer by the department chair, they will request a letter of evaluation from that reviewer. Appropriate external reviewers include:
 - a. A museum director or curator, gallery owner or independent curator.
 - b. A tenured studio artist or art historian from another institution of higher education.
 - c. A professional art critic who writes for established publications.

Promotion to Full Professor

We expect candidates for promotion to Full Professor to present evidence of a continuing pattern of excellence and growth, as noted by the preceding standards and sources of evidence. 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.

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, three of which are solo

exhibitions at an art center, public art venue, university gallery, private gallery, alternative art space or museum.

The candidate must demonstrate that the creative scholarly work produced after promotion to Associate Professor is actively directed toward making a contribution to the field. The candidate must provide evidence that their robust ongoing intellectual activity serves to distinguish the candidate in their specific area of expertise. This evidence may take the form of significant exhibitions, critical reviews, grants or professional honors. The evidence will be assessed by the in the external review letter and by the CEC.

In cases where Associate Professors are hired without tenure, candidates may be granted tenure but not promotion. Such candidates may apply “unused” creative activity to the total required when such candidates seek promotion to Full Professor.

SERVICE

A strong commitment to service is essential to all candidates for tenure and promotion in the Art and Art History Department. The candidate’s 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:

- Active participation in the planning, implementation, and review of departmental programs and activities.
- Participation in advising. All members of the Department of Art and Art History 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.
- Contribution to the college community through participation in college committees.
- Outreach to the community as a professional artist and participation in organizations designed for the enhancement of community life.

Promotion to Full Professor

Successful candidates for promotion to the rank of Full Professor must demonstrate a continuing strong commitment to service as described in the sections above. In addition, candidates for promotion to Full Professor should demonstrate leadership at the college level.

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, the local community, and the 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.