

THE STUDIO ART PROGRAM TENURE AND PROMOTION EXPECTATIONS

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The Studio Art Program of the Department of Art and Art History is committed to maintaining the highest caliber of teaching, creative research, and service both at the university and in the broader artistic community in this country and abroad. To this end, our faculty is dedicated to supporting our colleagues in reaching and sustaining excellence in all three canonical categories of evaluation for both tenure and promotion. While success in teaching and artistic accomplishment will carry the greatest weight, we require excellence in all three categories.

Expectations for Tenure and Promotion to Associate Professor

Artistic Accomplishment

In Studio Art, a high level of artistic accomplishment is both the foundation of excellence at the university and the basis for the highest level of teaching. Therefore, the assessment of ongoing artistic accomplishment is fundamental to the tenure review. The overall evaluation will be based both on the outside referee letters and on the Department of Art and Art History faculty's assessment of the dossier. This appraisal should indicate that the level of the candidate's artwork is consistent with the high caliber of professional accomplishment across the university, in comparable institutions, and in the art-world.

The usual evidence of creative accomplishment in studio art consists of exhibitions, commissioned works, and publication of work or writing in recognized periodicals, catalogs and books. Such evidence typically would include solo and group exhibitions in recognized commercial or non-commercial galleries and museums, private or public commissioned works of art, architecture, or design, complete or in process (with consideration given to means of selection), public performances, juried competitions, or commissioned studies. Secondary evidence might include professional awards and fellowships, public lectures, invited workshops, professional consulting, publication of reviews of work, or inclusion in articles in recognized publications such as newspapers, professional journals, catalogs, and books, as well as publication of writing by the candidate, where such productions are pertinent to the evaluation of the candidate's performance and promise as a creative artist or designer.

These general guidelines may appropriately find different application in the various visual arts media. Typically, for a fine artist, the expectation might be at least one solo exhibition in a major venue of a body of work produced since appointment, with additional group exhibitions; for a designer, the design and completion of at least one major built work, commission, or publication (also since appointment) as well as other projects underway. In the candidate's first year, the department's

expectations for pace, quantity, and quality of venue or publication, based on the particular candidate's sub-field and creative objectives, should be specified both orally and in writing. The written document should be prepared by the candidate's mentor, the program director, and the department chair and reviewed by the senior members of the department. These expectations and appropriate benchmarks should be followed and confirmed in subsequent reviews.

The department's senior faculty should maintain familiarity with the work of junior faculty members, and whenever possible see it in its original and final form, particularly at the time of the reappointment review and promotion review. This can be accomplished with studio visits, viewing the work on exhibition in a gallery, or on-site. When this is impractical, the candidate can alternatively prepare a special showing of the work on campus for department faculty and/or provide full documentation of exhibitions, events or on-site installations. It is the responsibility of the candidate to provide sufficient advanced notice of important off-campus events of which they are a part.

We recommend that the candidate be in regular communication with his or her mentor regarding the pace, quantity, and quality of the artistic/scholarly record.

Teaching

The Studio Art Program expects excellence in teaching to be demonstrated in a variety of ways. These include but are not limited to strong quantitative and qualitative student teaching evaluations (which we expect to exceed university averages), testimony of colleagues who have co-taught or extensively observed the candidate's teaching, collegial review of teaching materials (including course syllabi, assignments, etc.), and testimony of students who have worked closely with the candidate. We will evaluate the candidate's ability to establish a teaching program in his/her own media area, and to successfully guide students' education on a trajectory from introductory classes to completion of senior thesis exhibitions. The program values the candidate's ability to serve a wide variety of students, both non-majors and majors, and to demonstrate breadth of knowledge and perspective within their discipline. Senior studio faculty will read and assess the candidate's full teaching dossier at time of tenure review.

Collegueship

Excellence in collegueship may include service in the program and the department, in the intellectual/cultural life of the university, curricular planning, committee service, and other contributions. Candidates are expected to demonstrate leadership in managing functions such as the senior thesis program. Institutional collegueship may include university committee service, service to other departments or programs to which the candidate's work and teaching is related, and other contributions that enhance university life. At time of tenure review, service on elected university committees is welcome but not expected. External collegueship may include giving talks or workshops at universities and conferences, serving on visiting committees, curating exhibitions, contributing to or editing publications, or

similar activities that contribute to the field. Service to the Middletown community which might result from a professor's professional work is also welcomed and acknowledged.

All candidates should consult the Faculty Handbook for policies and procedures bearing on tenure and promotion decisions.

Expectations for Promotion to Professor

Artistic Accomplishment

For promotion to Professor, the Studio Program expects that the candidate will have advanced their work well beyond the range of work included for the tenure review, ideally in terms of at least one major new project that has resulted in a completed body of work that has been exhibited or commissioned and installed or published, with other work well underway. As with the tenure review, important criteria include the quality of the peer-reviewed, curated, or commercial venue(s), evidence of external support or recognition, and the evaluation of outside referees who are expert in the candidate's area of post-tenure art or design.

Teaching

It is expected that the candidate's teaching will continue to demonstrate excellence post-tenure. Measures of continuing strength may include sustained or improved levels of quantitative or qualitative student responses on teaching evaluations, and sustained or enhanced teaching as evidenced by the teaching program in the candidate's discipline and the senior thesis exhibitions.

Collegueship

Continuing excellence in collegueship could include a mix of contributions within the Studio Program, the Department, and the University, together with evidence of external intellectual collegueship in the candidate's field. We would expect post-tenure contributions to include greater departmental responsibilities (such as service on hiring committees and program directorship), administrative or university committee service (elected or ad-hoc), as well as further service to other colleges and cultural institutions, as a speaker, presenter, writer, editor, curator, peer-reviewer, or as a participant in scholarly communities.

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