

**ART AND DESIGN DEPARTMENT
DEFINITIONS AND STANDARDS
FOR RETENTION, PROMOTION, AND TENURE**

March 26, 2012

DEFINITIONS OF TEACHING, SCHOLARSHIP, AND SERVICE

INTRODUCTION

TEACHING

The teaching philosophy of the Art and Design Department:

Studio Art, Art History and Design influence the world, and our programs put that philosophy to good use. The faculty in the Art and Design Department emphasize real-world connections, and our students can create, think, research and write in ways that are relevant to the community. Our programs encourage students to follow experimental approaches in an academic setting. Students work in various media and are encouraged to get involved in an array of internships, as well as collaborative group and individual projects. The program offers a structured foundation with the freedom to explore. With an attitude of learning by doing and personalized instruction, students interact closely with faculty, the university and the community. In the spirit of intense professional practice, students from Studio Art and Design organize and install their own works of art in two expanded senior art exhibitions, one each for Art and Design. The Art and Design Department strives to give its students a rich and thorough Arts education. Whether a student's focus be Studio Art, Design, or Art History the faculty and staff is dedicated to helping students reach their goals.

Teaching activities in the Art and Design Department include:

- Conducting lecture courses (Art History Option).
- Conducting activity courses (Design and Studio Art Option).
- Curriculum development.
- Advising within option.
- Portfolio development.
- Curatorial role in annual senior exhibit.
- Mentoring of independent studies.
- Organization of field trips.
- Management of maintenance for studios/labs.
- Yearly application to grants for upkeep and upgrade of software and hardware. (Design only)
- Invitation of guest speakers.
- Attending University Art Gallery openings.

Additional items may be considered as teaching activities. Such activities must have the prior approval of both the department and the faculty member.

Methods of evaluating teaching activities include:

- Student responses in Perceived Teaching Evaluation (PTE) Forms.
- Review of syllabi.
- Course peer evaluation and observation.
- Substantive oversight in Annual Senior Exhibit.

- Mentoring of Independent Studies: Papers, Presentations or Creative Projects.
- Curriculum development. (As needed).
- Organization of field trips.
- Invitation of Guest Speaker in person or virtually.
- Attending University Art Gallery openings.

Design (Additional Standards):

- Staying current with changing technology for teaching purposes.
- Application to grant(s) for upkeep and upgrade of software and hardware.

SCHOLARSHIP AND OR CREATIVE WORK

The mission of the Art & Design Department encourages scholarship and/or creative work that maintains faculty currency in their respective areas of expertise. In addition, faculty scholarship should augment and support faculty teaching.

Evidence of scholarship in creative activity and/or research can be demonstrated by the pursuit and/or production of the following activities within each option:

Art History:

- Articles published in refereed journals dealing with art history, criticism, creative processes, aesthetics, and philosophy.
- Alternative publication modes published by a recognized and reputable source including written reviews, catalogue essays, or manuscripts dealing with art history, criticism, creative processes, aesthetics, and philosophy. The degree to which a source is considered "recognized and reputable" is determined by the tenured faculty in the department.
- Textbooks, manuals, blogs, illustrated books, websites and non-traditional formats published by a recognized and reputable source. The degree to which a source is considered "recognized and reputable" is determined by the tenured faculty in the department.
- Art History, Studio Art and Design related lectures and presentations of papers at local, regional, national, or international professional conferences.
- Organizing and curating exhibitions.
- Juror of selection for competitions, galleries or museum exhibits.
- Invitational exhibits in a commercial gallery (solo or group).
- Exhibits in galleries, museums or alternative spaces.
- Creation of educational and scholarly text panels and labels for exhibits.
- A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator. Evidence of the scholarly nature of the funded grant proposal must be provided.

Design:

Creative activity:

- Production of client-based projects, realized in the form of printed, broadcast, or web-distributed communications.
- Commissioned design/film/animation/web work, either billable or pro bono, in print or electronic format.
- Self-initiated design/film/animated/web projects, in print or electronic format.

- Exhibition or display of one's design work in professional publications, galleries, or museums.
- Alternative and non-traditional forms of display (other than in traditional publications, commercial galleries or public institutions)
- Organizing and curating exhibitions.
- Juror or panelist to assess the work of others. (competitions, galleries or museum exhibits)
- Collaboration or consultation with clients or other designers/artists.
- Inclusion of one's work in trade publications.
- Participation in panels or seminars on design topics held at professional or scholarly conferences.
- Juried local, regional, national or international competitions or festivals.
- Original works of art.
- Articles published in refereed journals.
- Articles, catalogue essays, or manuscripts dealing with graphic design, animation, photography, creative processes, pedagogy and aesthetics published by a recognized and reputable source. (While publications are preferred, work will be judged on its intrinsic merit by the tenured faculty of the department).
- Textbooks, manuals, illustrated books, websites and non-traditional formats published by a recognized and reputable source.
- Presentation of related lectures and/or papers in local, regional, national or international conferences.
- A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator.

Studio Art:

Exhibitions:

- Invitational exhibits in a commercial gallery (solo or group).
- Exhibitions in a local, regional, national or international galleries or museums.
- Exhibitions in a local, regional, national or international alternative spaces.

Creative activity and research include:

- Self-initiated studio practice in the visual arts.
- Commissioned artwork.
- Acquisition of candidate's artwork by a collector.
- Collaboration in artistic endeavors with others.

Other Activities:

- Organizing and curating exhibitions.
- Juror for competitions, galleries or museum exhibits.
- Articles, catalogue essays, or manuscripts dealing with studio art, creative processes and aesthetics published by recognized and a reputable source. The degree to which a source is considered "recognized and reputable" is determined by the tenured faculty in the department.
- Articles published in refereed journals by a recognized and reputable source. The degree to which a source is considered "recognized and reputable" is determined by the tenured faculty in the department.
- Textbooks, manuals, illustrated books, including websites and non-traditional formats

published by a reputable and recognized source. The degree to which a source is considered "recognized and reputable" is determined by the tenured faculty in the department.

- Presentation of related lectures and/or papers in local, regional, national or international conferences.
- A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator.

SERVICE

The mission of the Art and Design Department

The mission of the Art & Design Department is to provide service at the program, college, and university levels as well as in the community at large.

Evidence of service includes:

- Service as a departmental advisor.
- Oversight of maintenance for studios/labs.
- Attendance of departmental meetings.
- Service on department committees.
- Participation in college or university committees.
- Professional service at the local or regional level.
- Presentations to high school and community college students.

STANDARDS FOR REAPPOINTMENT

INTRODUCTION

TEACHING

- Student response in (PTE) Student Evaluation of Teaching should be 80% or more in the Agree or Strongly Agree categories for questions:
 1. The Instructor has command of the subject.
 2. The instructor expressed himself/herself clearly.
 3. The instructor exhibited a serious desire to teach students.
 - 12. The instructor in this course was an effective teacher.
- And 70% or more for the rest of the questions.

- During the review period, syllabi are complete including all university guideline policies regarding:
 - Course requirements
 - Student Learning Outcome
 - Grading policy
 - Assessment Methods
 - Course Schedule
 - Homework and Class Participation
 - Attendance
 - Behavior
 - Policy on Dues Dates and Make-up Work
 - Academic Integrity and Accommodations for Students with Disabilities.

The following will be evaluated and validated by the tenured department faculty:

- Course peer evaluation and observation. (Once a semester)
- Substantive oversight in Annual Senior Exhibit. (Once a year)
- Mentoring of Independent Studies: Papers, Presentations or Creative Projects.
Please note: For client-based projects, client review or commentary is required.
- Curriculum development. (As needed).
- Organization of field trips. (Minimum once every two years, collaboration with another colleague is also satisfactory).
- Invitation of Guest Speaker in person or virtually (Minimum once every two years, collaboration with another colleague is also satisfactory).
- Attending University Art Gallery openings. (At least 3 openings per academic year).

Design (Additional Standards):

- Evidence of staying current with changing technology for teaching purposes. (Every two years).
- Application to grant(s) for upkeep and upgrade of software and hardware. (Minimum one, once a year, collaboration with another colleague is also satisfactory).

SCHOLARSHIP AND OR CREATIVE WORK

Art History

- By the end of the second year a minimum of one peer-reviewed scholarly publication or publication in a peer-reviewed alternative mode by a recognized and reputable source (including recognized electronic journals, magazines, newspapers and publications) dealing with art history, criticism, creative processes, aesthetics, or philosophy.
- By the end of the fourth year cycle a minimum of one additional peer-reviewed scholarly publication or publication in a peer-reviewed alternative mode (as described above).
- By the end of the sixth year cycle a minimum total of four peer-reviewed scholarly publications or publication in a peer-reviewed alternative mode (as described above).

Evidence of one's significant contribution to a scholarly publication is required in the case of multiple authors.

The following substitutions can be made:

- a. Book publication by a peer-reviewed reputable and recognized source may be substituted for four peer-reviewed scholarly publications or publication in peer-reviewed alternative modes.
- b. Publication by a reputable and recognized source of a scholarly book chapter or monograph that has undergone editorial and or peer evaluation may be substituted for two peer-reviewed scholarly publications.
- c. A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator maybe be substituted as follows:
 - Any amount totaling over \$5,000 toward a specific project may be substituted for one peer-reviewed scholarly publication or publication in alternative modes.
 - Any amount totaling over \$10,000 toward a specific project may be substituted for two peer-reviewed scholarly publications or publication in alternative modes.Evidence of the scholarly nature of the funded grant proposal must be provided.
- d. Two non-peer-reviewed publications in an alternative mode by a recognized and reputable source (including recognized electronic journals, magazines, newspapers and publications) dealing with art history, criticism, creative processes, aesthetics, or philosophy may substitute for one peer-reviewed scholarly publication.

Work in progress, including depth of involvement and time required for each scholarly publication, will be evaluated annually by tenured department faculty.

Design

- By the end of the second year cycle a minimum of one client-based project in one of the following areas: graphic design, web design, video, animation or photography.
- By the end of the fourth year cycle a minimum of one additional client-based projects.
- By the end of the sixth year cycle a minimum total of four client-based projects.
- Exhibiting in every available University Art Gallery faculty exhibits is mandatory. The only

exception will be if the exhibit falls in the first year of probationary appointment.

The following substitutions can be made:

- a. Five-minute animation may be substituted for four client-based projects.
- b. Self-initiated project may be substituted for two client-based projects.
- c. One exhibit may be substituted for three client-based projects.
- d. Two articles may be substituted for one client-based projects.
- e. Organizing and curating one exhibit may be substituted for two client-based projects.
- f. Two smaller client-based projects may be substituted for one client-based project.
- g. A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator may be substituted as follows:
 - Any amount totaling over \$5,000 toward a specific project may be substituted for one client based project.
 - Any amount totaling over \$10,000 toward a specific project may be substituted for two client-based projects.

Assessment and evaluation of work:

The depth of involvement and time required for each project will be evaluated by tenured department faculty based on a yearly peer review of portfolio (work in progress),

In terms of client-based projects, client satisfaction as a measure of design success may be substantiated through client reviews and/or commentary.

Size of client-based projects (e.g., small, substantial) is determined by the tenured faculty of the department.

Other indications of professional achievement for client-based work, self-initiated projects, and original art work include production of work, grants, fellowships, exhibition awards, awards publications, reviews in professional design publications and exhibitions in local, regional, national, or international galleries.

Studio Art

- By the end of the second year cycle a minimum of one local, regional, national or international group show.
- By the end of the fourth year cycle a minimum of one additional local, regional, national or international group show.
- By the end of the sixth year cycle a minimum of one additional local, regional, national or international group shows and one regional or national solo show.
- Exhibiting in every available University Art Gallery faculty exhibit is mandatory. The only

exception will be if the exhibit falls in the first year of probationary appointment.

The following substitutions can be made:

- a. One regional solo show may be substituted for three local or regional group shows.
- b. Two peer-reviewed scholarly publications or publications in a peer-reviewed alternative mode by a recognized and reputable source (including recognized electronic journals, magazines, newspapers and publications) dealing with art history, criticism, creative processes, aesthetics, or philosophy will substitute for exhibiting in two group

- exhibitions (maximum).
- c. Two group studio visits may be substituted for exhibiting in one group exhibition.
 - d. Organizing and curating one exhibit may be substituted for one solo or two group exhibitions (maximum).
 - e. A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator may be substituted as follows:
 - Any amount totaling over \$5,000 toward a specific project may be substituted for one group exhibit.
 - Any amount totaling over \$10,000 toward a specific project may be substituted for one solo exhibit.
 - g. Artist residencies in acknowledged prestigious institutions may be substituted for one solo exhibition.

Work in progress, including depth of involvement and time required for each creative work and/or scholarly publication, will be evaluated annually by tenured department faculty.

SERVICE

Yearly evidence of satisfactory participation as determined by tenured members of the department in the following activities:

- Service as a departmental advisor. Additionally, service as a student advisor will be measured by equity in the number of students one advises per option (Art History, Design or Studio Art) as shared by all full-time faculty.
- Oversight of maintenance for studios/labs. (Once a semester)
- Mandatory attendance at departmental meetings.
- Mandatory service on all department committees until six full-time faculty are hired.
- Yearly participation in at least one college or university committee. Service on committees will be evaluated based on letters or emails of support from respective committee chairs.
- Professional service at the local, regional, national or international level. Professional service will be evaluated based on letters or emails of support from respective professional members.
- Presentations to high school and community college students. Presentations to high school and community college students will be evaluated based on letters or emails of support from respective high school and community colleges.

STANDARDS FOR TENURE

INTRODUCTION

- A minimum of six years at the rank of Assistant Professor is required before standard tenure and promotion is to be granted.

TEACHING

- Student response in (PTE) Student Evaluation of Teaching should be 80% or more in the Agree or Strongly Agree categories for questions:

1. The Instructor has command of the subject.
2. The instructor expressed himself/herself clearly.
3. The instructor exhibited a serious desire to teach students.
12. The instructor in this course was an effective teacher.

And 70% or more for the rest of the questions.

- Over the probationary period, syllabi are complete including all university guideline policies:
 - Course requirements
 - Student Learning Outcomes
 - Grading policy
 - Assessment Methods
 - Course Schedule
 - Homework and Class Participation
 - Attendance, Behavior
 - Policy on Dues Dates and Make-up Work
 - Academic Integrity and Accommodations for Students with Disabilities.

The following will be evaluated and validated by the tenured department faculty: (Minimum evaluations over a period of six years).

- Course peer evaluation and observation. (Six times).
- Substantive oversight in Annual Senior Exhibit. (Six times).
- Mentoring of Independent Studies: Papers, Presentations or Creative Projects. (As needed) For client-based projects, client review or commentary is required.
- Curriculum development. (As needed).
- Organization of field trips. (Three times, collaboration with another colleague is also satisfactory).
- Invitation of Guest Speaker in person or virtually (Three times, collaboration with another colleague is also satisfactory).
- Attending University Art Gallery openings. (At least 3 openings per academic year).

Design (Additional standards):

- Evidence of staying current with changing technology for teaching purposes. (Three times).
- Application to grant(s) for upkeep and upgrade of software and hardware. (Six times, collaboration with another colleague is also satisfactory).

SCHOLARSHIP AND OR CREATIVE WORK

Art History

- By the end of the sixth year cycle a minimum total of four peer-reviewed scholarly publications or publications in peer-reviewed alternative modes by a recognized and reputable source (including recognized electronic journals, magazines, newspapers and publications) dealing with art history, criticism, creative processes, aesthetics, or philosophy.

Evidence of one's significant contribution to a scholarly publication is required in the case of multiple authors.

The following substitutions can be made:

- a. Book publication by a recognized and reputable peer-reviewed source may be substituted for four peer-reviewed scholarly publications or publication in alternative modes.
- b. Publication by a recognized and reputable source of a scholarly book chapter or monograph that has undergone editorial and or peer evaluation may be substituted for two peer-reviewed scholarly publications.
- c. A research grant proposal funded by an external source in which faculty is either the principle investigator or co-principle investigator may be substituted as follows:
 - Any amount over \$5,000 toward a specific project may be substituted for one peer-reviewed scholarly publication or publication in alternative modes.
 - Any amount over \$10,000 toward a specific project may be substituted for two peer-reviewed scholarly publications or publication in alternative modes.
- d. Evidence of the scholarly nature of the funded grant proposal must be provided. Two non-peer-reviewed publications in an alternative mode by a recognized and reputable source (including recognized electronic journals, magazines, newspapers and publications) dealing with art history, criticism, creative processes, aesthetics, or philosophy may substitute for one peer-reviewed scholarly publication.

Design

- By the end of the sixth year cycle a minimum total of four client-based projects.
- Exhibiting in every available University Art Gallery faculty exhibit is mandatory.

The only

exception will be if the exhibit falls in the first year of probationary appointment.

The following substitutions can be made:

- a. Five-minute animation may be substituted for four client-based projects.

- b. Self-initiated project may be substituted for two client-based projects.
- c. One exhibit may be substituted for three client-based projects.
- d. Two articles may be substituted for one client-based project.
- e. Organizing and curating one exhibit may be substituted for two client-based projects.
- f. Two smaller client-based projects may be substituted for one client-based project.
- g. A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator may be substituted as follows:
 - Any amount over \$5,000 toward a specific project may be substituted for one client-based project.
 - Any amount over \$10,000 toward a specific project may be substituted for two client-based projects.

Studio Art

- By the end of the sixth year cycle a minimum of one regional, national or international solo show and three local, regional, national or international group shows.
- Exhibiting in every available University Art Gallery faculty exhibit is mandatory. The only exception will be if the exhibit falls in the first year of probationary appointment.

The following substitutions can be made:

- a. One regional solo show may be substituted for three local or regional group shows.
- b. Two peer-reviewed scholarly publications or publications in a peer-reviewed alternative mode by a recognized and reputable source (including recognized electronic journals, magazines, newspapers and publications) dealing with art history, criticism, creative processes, aesthetics, or philosophy will substitute for exhibiting in two group exhibitions (maximum).
- c. Two group studio visits may be substituted for exhibiting in one group exhibition.
- d. Organizing and curating one exhibit may be substituted for one solo and two group exhibitions.
- e. A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator may be substituted as follows:
 - Any amount totaling over \$5,000 toward a specific project may be substituted for one group exhibit.
 - Any amount totaling over \$10,000 toward a specific project may be substituted for one solo exhibit.
- f. Artist residencies in acknowledged prestigious institutions may be substituted for one solo exhibition.

SERVICE

Yearly evidence of satisfactory participation as determined by tenured members of the department in the following activities:

- Yearly satisfactory participation as a departmental advisor.
- Yearly satisfactory oversight of maintenance for studios/labs.
- Mandatory attendance of departmental meetings and service on all department

committees until six full-time faculty are hired.

- Satisfactory participation in at least five college or university committees.
- Two years of service at the professional local or regional level.
- Two presentations to high school or community college students.

STANDARDS FOR PROMOTION

INTRODUCTION

A minimum of five years at the rank of Associate Professor is required before standard promotion is to be granted.

Only work that is done after the granting of tenure and/or promotion to associate professor will be considered in this level of evaluation.

TEACHING

- Student response in (PTE) Student Evaluation of Teaching should be 80% or more in the Agree or Strongly Agree selections for questions:

1. The Instructor has command of the subject.
2. The instructor expressed himself/herself clearly.
3. The instructor exhibited a serious desire to teach students.
12. The instructor in this course was an effective teacher.

And 70% or more for the rest of the questions.

- Syllabi are complete including all of university guideline policies:

- Course requirements
- Student Learning Outcomes
- Grading policy
- Assessment Methods
- Course Schedule
- Homework and Class Participation
- Attendance, Behavior
- Policy on Dues Dates and Make-up Work
- Academic Integrity and Accommodations for Students with Disabilities.

The following will be evaluated and validated by the tenured department faculty: (Minimum evaluations over a period of six years)

- Course peer evaluation and observation. (Five times).
- Substantive oversight in Annual Senior Exhibit. (Five times).
- Mentoring of Independent Studies: Papers, Presentations or Creative Projects.
- Curriculum development. (As needed).
- Organization of field trips. (Two times, collaboration with another colleague is

also satisfactory).

- Invitation of Guest Speaker in person or virtually (Two times, collaboration with another colleague is also satisfactory).
- Attending University Art Gallery openings. (At least 3 openings per academic year).

Design (Additional Standards):

- Evidence of staying current with changing technology for teaching purposes. (Three times).
- Application to grant(s) for upkeep and upgrade of software and hardware. (Five times, collaboration with another colleague is also satisfactory).

SCHOLARSHIP AND OR CREATIVE WORK

Art History

- By the end of the fifth year cycle a minimum total of three peer-reviewed scholarly publications or publication in peer-reviewed alternative modes published by a recognized and reputable source (including recognized electronic journals, magazines, newspapers and publications) dealing with art history, criticism, creative processes, aesthetics, or philosophy.

A description of one's contribution to a scholarly publication is required in the case of multiple authors.

The following substitution can be made:

- a. Book publication by a recognized and reputable peer-reviewed source may be substituted for three peer-reviewed scholarly publications or publication in alternative modes.
 - b. Publication by a recognized and reputable source of a scholarly book chapter or monograph that has undergone editorial and or peer evaluation may be substituted for two peer-reviewed scholarly publications.
 - c. A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator may be substituted as follows:
 - Any amount totaling over \$5,000 toward a specific project may be substituted for one peer-reviewed scholarly publication or publication in alternative modes.
 - Any amount totaling over \$10,000 toward a specific project may be substituted for two peer-reviewed scholarly publications or publication in alternative modes.Evidence of the scholarly nature of the funded grant proposal must be provided.
 - d. Two non-peer-reviewed publications in an alternative mode by a recognized and reputable source (including recognized electronic journals, magazines, newspapers and publications) dealing with art history, criticism, creative processes, aesthetics, or philosophy may substitute for one peer-reviewed scholarly publication.
- Curate an exhibit in the University Art Gallery.

Design

- By the end of the fifth year cycle a minimum total of three client-based projects.
- Exhibiting in University Art Gallery faculty exhibits is mandatory in addition to the above-

mentioned requirements.

The following substitution can be made:

- a. Five-minute animation may be substituted for three client-based projects.
 - b. Self-initiated project may be substituted for two client-based projects.
 - c. One exhibit may be substituted for three client-based projects.
 - d. Two articles may be substituted for one client-based project.
 - e. Organizing and curating one exhibit may be substituted for two client-based projects.
 - f. Two smaller client-based projects may be substituted for one client-based project.
 - g. A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator may be substituted as follows:
 - Any amount totaling over \$5,000 toward a specific project may be substituted for one client- based project.
 - Any amount totaling over \$10,000 toward a specific project may be substituted for two client-based projects.
- Curate an exhibit in the University Art Gallery.

The depth of involvement and time required for each project will be evaluated by tenured full professors in the department.

In terms of client-based projects, client satisfaction as a measure of design success may be substantiated through client reviews and/or commentary.

Size of client-based projects (e.g., small, substantial) is determined by the tenured full professors of the department.

Other indications of professional achievement for client-based work, self-initiated projects, and original art work include production of work, grants, fellowships, exhibition awards, awards publications, reviews in professional design publications and exhibitions in local, regional and national galleries.

Studio Art

- By the end of the fifth year cycle a minimum of one regional, national or international solo show and three local, regional or national group shows.
- Exhibiting in University Art Gallery faculty exhibits is mandatory in addition to the above-mentioned requirements.

The following substitutions can be made:

- a. One regional solo show may be substituted for three local or regional group shows.
- b. Two peer-reviewed scholarly publications or publications in a peer-reviewed alternative mode by a recognized and reputable source (including recognized electronic journals, magazines, newspapers and publications) dealing with art history, criticism, creative processes, aesthetics, or philosophy will substitute for exhibiting in two group exhibitions (maximum).
- c. Two group studio visits may be substituted for exhibiting in one group exhibition.
- d. Organizing and curating one exhibit may be substituted for one solo or two group exhibitions (maximum).
- e. A research grant proposal funded by an external source in which faculty is either the principal investigator or co-principal investigator may be substituted as follows:
 - Any amount totaling over \$5,000 toward a specific project may be substituted

for one
group exhibit.

- Any amount totaling over \$10,000 toward a specific project may be substituted
for one solo exhibit.

f. Artist residencies in acknowledged prestigious institutions may be substituted for one
solo exhibition.

- Curate an exhibit in the University Art Gallery.

SERVICE

- A minimum of two years as department chair until five full-time faculty are hired.
- Yearly satisfactory participation as a departmental advisor.
- Yearly satisfactory oversight of maintenance for studios/labs.
- Mandatory attendance of departmental meetings.
- Mandatory service on all department committees until six full-time faculty are hired.
- Satisfactory participation in at least five college or university committees.
- Two years of service at the professional, local, regional, national or international level.
- Two presentations to high school or community college students.

Please note:

Assessment and evaluation of work by the peer review committee considers depth and maturation of the artist's work. Another factor to consider in evaluating numbers of exhibitions is that exhibitions and alternative ways of making an artist's work public are dictated by a variety of factors including changes in the art market and the museum and gallery arena.

Similarly, the design profession is affected by a variable economy that cannot be predicted.

Art Historians can no longer be evaluated only in peer reviewed journals, as this format is declining, and alternative modes of publication such as recognized electronic journals, magazines and publications have become relevant formats as well.

Michelle Bury
Department Chair

04-02-12
Date

Carl Jubb
Dean

4.2.12
Date

W. Stencelha
Provost and Vice President of Academic Affairs

4.3.12
Date