The Department of Visual Arts and Art History Guidelines for Tenure and Promotion

Approved by Provost, Spring 2021

MISSION STATEMENT:

The Department of Visual Arts & Art History is dedicated to the advancement, practice and theoretical understanding of the visual arts. A central mission of the department is to enable students to understand art in the context of its rich historical heritage, incorporating the continuing changes, innovations and accomplishments made by creative artists and art historians.

The department seeks to prepare both undergraduate and graduate students for professional careers in the creation and interpretation of the visual arts. Deeply related to this focus is a commitment to elevate and sustain the study of art as both a necessary means of understanding and a dynamic expression of human experience and the ways in which it relates to an increasingly complex global society. To accomplish this goal, students must develop technical skills related to a variety of visual media, as well as a comprehension of the creative impulses and the spirit that motivate their development.

The faculty of the Department of Visual Arts & Art History, through their own significant research and creative activities, fosters the preservation of artistic legacies with an interest in tradition, originality, and innovation within artistic and research practice. These educational goals are enhanced by visiting lecturers, workshops, internships, conferences and exhibitions held at two University galleries, the Schmidt Center Gallery and the Ritter Gallery in Boca Raton and the MetroLab in Fort Lauderdale, as well as by special programs off-campus and abroad.

CRITERIA FOR PROMOTION AND TENURE:

Promotion and tenure within the Department of Visual Arts & Art History are consistent with the criteria and standards established by the Dorothy F. Schmidt College of Arts & Letters and the university level criteria of Florida Atlantic University. The standards of the department reflect not only the best practices of comparable academic institutions, but also those established by relevant national professional organizations. Attention to these criteria and standards is constant, and review and potential revision are performed regularly. The department acknowledges that promotion and tenure are separate assessments and that tenure cannot be considered prior to the affirmation of promotion.

Candidates for tenure and promotion must assemble their application materials in accordance with college and university guidelines. Application materials must be forwarded to the department faculty promptly and in their final form. Application materials that are submitted to the department in incomplete form and/or without an appropriate amount of time allowed for departmental review may not be considered.

CRITERIA FOR EVALUATION:

The department affirms the importance of professional commitments to teaching, creative and scholarly activity, and service. It assumes that its faculty will strive for excellence in each category, while recognizing that only rarely will an individual attain equal distinction in all three. Overall excellence may be characterized by different degrees of achievement in each area of professional activity according to

the guidelines established by the university for each academic rank. The department affirms that, while a baseline of accomplishment in each area must be achieved, overall excellence may be defined in a variety of ways. Candidates should include information in the application that provides context for individual professional accomplishments, while also illustrating the larger trajectory of career excellence. The department recognizes the importance of annual assignment, report and evaluation in the assessment of each faculty member's professional activity and acknowledges that evaluation for tenure and/or promotion should be consistent with trends in annual evaluation. While these documents focus on annual progress, the department acknowledges that multi-year reviews must reflect both the annual progress and cumulative progress of a candidate.

INSTRUCTION

CRITERIA AND STANDARDS OF ACHIEVEMENT:

A teaching portfolio should reflect continued development of content and methodology in one's own area of expertise as well as fostering initiatives that advance and disseminate pedagogies. Student Perception of Teaching scores are accepted as an important means of evaluating the candidate's teaching abilities. These scores should be considered in the context of departmental and college means, as well as the appropriateness of standard SPOT score categories to the specifics of the individual course under consideration. These scores should also be considered in the context of whether each course is lower-division, upper-division, or graduate; whether or not each course is required; and whether each course is a new or substantially revised preparation for the candidate. The multi-year trajectory of a candidate's SPOT scores will also be considered. Peer reviews of teaching, conducted by senior colleagues, are also important measures of a candidate's teaching effectiveness. A candidate whose record indicates difficulty in teaching must document the steps that have been taken to address these difficulties, and the record must reflect, through student evaluations, peer evaluations and teaching enhancement activities, that improvement has occurred.

ACTIVITIES AND INDICATORS OF EXCELLENCE:
The indicators of a faculty member's excellence in teaching may include, but are not limited to:

FIRST TIER (primary Indicators in no set order):

- Textbooks or manuals authored
- Knowledge of subject matter, from both its traditional and contemporary perspectives
- Quality of course material as evidenced in syllabi, handouts and other relevant materials
- Development and/or significant revision of courses and/or curriculum
- Successful internal grant funding for teaching proposals and/or other pedagogical activities
- Teaching or Advising awards and/or other honors
- Ability to communicate subject matter in ways that engage and motivate students
- Ability to mentor students effectively

SECOND TIER (secondary indicators in no set order)

- Public lectures, workshops, seminars and exhibitions directly related to teaching, and/or guest lectures in other courses.
- Integration of relevant and substantial guest lectures
- Internship and directed independent study supervision
- Membership and Chairing of thesis and dissertation committees

- Teaching enhancement activities, including successful integration of teaching and research or teaching and service in ways that benefit students and extracurricular activities related to teaching
- Supervision of undergraduate research projects and student groups

RESEARCH

CRITERIA AND STANDARDS OF ACHIEVEMENT:

Within the department's three areas of specialization — studio art, graphic design and art history — the expectations for excellence in research differ and are defined below. In each of these three areas the most important evidence to support achievement in scholarly and creative research are as follows:

Studio Art: a body of creative work, judged to be important by peers in the department and experts at other institutions, displayed in established galleries or museums or screened at film, video and digital media festivals and/or conference venues. Studio Art productivity can include those endeavors associated with academic scholarship such as publishing articles, essays, or books related to the discipline.

Graphic Design: a body of creative work, judged to be important by peers in the department and experts at other institutions. Design refers to those activities that primarily involve creative and visual production of ideas and services for a client, corporation, institution, or agency. Design may also include the self-authored production of images or products for creative expression and whose outlet would be in the realm of fine art or design exhibitions. Design productivity can include those endeavors associated with academic scholarship such as publishing articles, essays, or books related to the discipline.

Art History: publications (articles in refereed and non-refereed journals, chapters in edited volumes, exhibition catalogs, and books or monographs published by major academic presses, online publications, and conference proceedings) judged to be important by peers at the university and experts at other institutions.

Additional criteria for research in all areas include a continuing commitment to scholarly activity as evidenced by works in progress, invited lectures, artist residencies, visiting appointments, curatorial projects, awards, reviews published in periodicals and news media, and service on journal editorial boards, selection committees of juried exhibitions and granting agencies.

The department affirms that research expectations should be commensurate with teaching and service loads, professional support, geographical setting of the institution, availability of studio space, changing financial conditions within the institution, etc.. Similarly, teaching expectations should be commensurate with class size, facilities, teaching loads, etc. The College Art Association has stated that professional expectations should also take into consideration changes in academia, the art and design marketplace, the faculty member's expressive medium(s), the availability of appropriate venues for public presentation of the medium(s), and so on. For some, the commercial gallery may not be available or even a suitable indicator of excellence or national recognition. The department recognizes an equivalence between credible on-line or other electronic venues and credible traditional print venues for all constituent disciplines.

Research in progress will warrant consideration for all candidates, especially in the case of extended, multi-year projects, including the presentation of manuscripts according to established college and university guidelines. Candidates for promotion and tenure and faculty in their regular, annual evaluation should state clearly any particular circumstances regarding the completion and/or distribution of a multi-year project or publication. In some situations, market forces impact a candidate's research agenda. Candidates should explain these circumstances where appropriate, and committees should take these market forces into consideration during their assessment of the application. The department also recognizes the changing nature of the arts and of academe, which continue to emphasize concrete publications, while relying increasingly on electronic venues for the dissemination and preservation of knowledge.

Work continuing from the period prior to hiring at FAU, as well as, work accomplished while a faculty member at FAU, will be considered in promotion deliberations. It is understood that greater attention and significance will be given to the work accomplished during the appointment at FAU. The department expects a trajectory of activity over the period under review that reflects a program of development and professional enrichment.

GUIDELINES FOR SUCCESS IN RESEARCH, SERVICE, AND TEACHING

Studio Art and Graphic Design:

Studio artists are expected to establish and develop a professional identity through exhibition and/or publication of their work in credible regional, national and/or international venues. Candidates for tenure and/or promotion are encouraged to engage in a range of activities in support of the dissemination of their scholarly and creative activity. These may include prolific productivity, growth and evolution of the work, exploration of new structures and ideas, indications that the work is responsive to current discourse, and development of continued and sustained projects over extended periods of time. Completed and continuing work is relevant in the assessment of a candidate's record. The question of an appropriate number of exhibitions/publications is difficult and dependent on the nature of the work, as well as the significance of each individual exhibition/publication venue. The department acknowledges the shifting landscape of contemporary visual arts, and the department affirms the fact that the nature of creative activity and scholarly excellence will change across time and context.

Art History:

Art historians are expected initially to establish and develop a professional identity and then to maintain an active role in their field through scholarly activity resulting in publication and/or other forms of research at regional, national and/or international levels. Candidates for tenure and/or promotion are encouraged to engage in a range of activities that support the dissemination of their work and engagement with historical issues and/or current discourse. The development not only of discrete projects of limited duration but also sustained projects over extended periods of time is encouraged. Completed and continuing work is relevant in the assessment of a candidate's record. Questions of scale and quantity in the evaluation of publications are dependent on the nature of the work, as well as the significance of each individual publication venue. Since the effort required for the research, writing and publication of a book will usually take a number of years faculty members should receive credit for productivity during these years by presenting evidence of progress toward a finished publication. The department acknowledges, given the multi-faceted character and disciplinary inter-relations of art

history, as well as the shifting landscape particularly of contemporary visual arts, that the nature of creative activity and scholarly approach will change across time and context.

ACTIVITIES AND INDICATORS OF EXCELLENCE IN STUDIO ART AND GRAPHIC DESIGN:

Quality of creative work is determined by respected indicators, including prestige of publication venues and/or awards and professional reputation of curators and/or reviewers. Each faculty member is expected to create a coherent agenda of creative research encompassing activities that include but are not limited to:

FIRST TIER (primary indicators in no set order):
Activities qualifying for TIER 1 have a national or international scope.

- Solo or 2-person exhibitions, including peer-reviewed exhibitions and performances (curated, juried, and invited) with national and international scope.
- Participation in group shows with a national or international applicant pool or venue with a national or international audience.
- Accession of artwork in public collections or significant national or international private and/or corporate collections.
- Commissioned public art and design projects with a national or international context.
- Inclusion of artwork and/or related output in a monograph or significant book.
- National or international gallery representation.
- Critical review of the faculty member's creative work in credible national or international publications and/or by prominent critics.
- Authorship of books, chapters in books or articles in peer-reviewed recognized academic and professional publications.
- Recognition of professional design work made public through various visual media that is international or national in scope.
- Interdisciplinary collaboration projects/research of an intramural or external nature with respect to the institution.
- International or national awards for creative work.
- National or international external grant funding received for creative research proposals.
- National or international residencies, fellowships, or symposia.
- Curatorial and/or editorial projects that result in exhibitions and/or publications with a national or international scope.
- National or international awards for creative work.
- Leadership in national or international professional organizations.

Second Tier (secondary indicators in no set order)
TIER 2 are typically regional or local activities. Activities in the region that are juried from national submissions or reach a national audience are considered to be TIER 1.

- Solo or 2 person exhibitions including peer-reviewed exhibitions and performances (curated, juried, and invited) with regional or local scope.
- Local or regional exhibitions, including peer-reviewed group exhibitions and performances (curated, juried, and invited).
- Reviews of the faculty member published in peer-reviewed publications.
- Reviews authored by the faculty member and published in peer-reviewed publications

- Commissioned (professional design) work made public through various visual media in a regional or local context.
- Accession of artwork in public collections or local or regional private and/or corporate collections.
- Regional or local gallery representation.
- Articles and/or other publications relating to pedagogy.
- Editing of a special issue of a journal or book. Regular editorship of a single journal with multiple issues per year is also the equivalent of editing one book.
- Presentation of a juried paper at a professional conference.
- Invited public lecture and/or workshop at a museum, college, university, or other credible venue.
- Regional or local creative work awards.
- Regional or local residencies, fellowships, or symposia.
- Internal or regional grant funding awarded for creative research proposals.
- External or internal grant applications that were not funded. It is important to note that grant applications (successful or not) are valuable markers of research activity
- Curatorial and/or editorial projects that result in exhibitions and/or publications with a regional and/or local scope.
- Participation in workshops and/or courses to enhance professional knowledge.
- Active participation in professional organizations (committees, presentations at conferences).
- Publication of entries in major reference books in the field, for example, dictionary and encyclopedia entries in art or architecture, or other teaching-related publications of demonstrable originality and value to the discipline.
- Community engagement projects.

ACTIVITIES AND INDICATORS OF EXCELLENCE IN ART HISTORY:

Each faculty member is expected to create a coherent agenda of research and scholarly activity encompassing activities that include but are not limited to:

TIER 1 (primary indicators)
Activities qualifying for TIER 1 have a national or international scope.

- Publication of scholarly books as an author or co-author (role to be defined clearly by the faculty member at the time of evaluation) with reputable presses and with the quality of the work evaluated by editorial boards or reviewers in the field. Consideration may be given to work that requires a longer timeline for completion than the probationary period for tenure and promotion. The publication of a scholarly volume as an editor or translator is to be distinguished clearly from the publication of a book as an author or contributor, and it is counted as professional service. A faculty member may declare ongoing research for a book on the annual evaluation for a maximum period of five years.
- Publication of scholarly work in peer-reviewed and nationally or internationally distributed journals.
- Publication as a contributor to a volume of collected scholarship. This category includes publication of chapters in edited collections, textbooks, catalogues (with museum catalogues,

especially for major exhibitions, having more importance than a gallery catalogue or other, more ephemeral publication).

- Publication of scholarly reviews either of existing publications or scholarly themes.
- Grant funding received for external international or national research proposals.
- Awards, residencies, or other forms of fellowship support.
- Work as primary editor of a volume of collected studies or other publication with multiple authorship by chapters. This is not the equivalent of a single authored book or monograph.

TIER 2 (secondary indicators)
TIER 2 are typically regional or local activities. Activities in the region that are juried from national submissions or reach a national audience are considered to be TIER 1.

- Presentation of creative work as determined by respected indicators, including relevance and/or prestige of venue and/or awards and other professional recognition.
- Articles and/or other publications relating to pedagogy in peer-reviewed publications or other credible venues.
- Publication of entries in major reference books in the field, for example, dictionary and encyclopedia entries in art or architecture, or other teaching-related publications of demonstrable originality and value to the discipline.
- Critical review and/or response to the faculty member's books and/or creative work in credible publications and/or by prominent scholars or critics.
- Engagement in and completion of a research project focused on artwork and/or other materials of cultural heritage or archival work at museums, libraries and other repositories of the same.
- Grant funding received for internal or regional research proposals.
- It is important to note that grant applications (successful or not) are also valuable markers of research activity.
- Professional consulting in the area of one's discipline that results in a publication and/or research outcome similar to that of independent research.
- Presentation of a juried paper at a professional conference.
- Invited public lecture and/or workshop at a museum, college, university, or other credible venue.
- Invitations to serve as an exhibition consultant or curator.
- Participation in workshops and/or courses to enhance professional knowledge.
- Community engagement projects.

SERVICE

CRITERIA FOR EVALUATION:

Service to the university and its students is an integral part of professional activity. Our department values departmental and inter-departmental service activities through committee work and other documentable initiatives that enhance the student experience and recognition of the department at the university and in the wider community. The service expectation for Assistant Professors is limited to the department level with the potential for light college-level committee service. Associate and Full professors are expected to take on leadership roles on departmental committees and be active in participation or leadership at the college and university levels.

Professional and public service are also measures of professional excellence. Affiliation with and activity in professional organizations and other networks of academicians and professionals is integral to professional growth.

ACTIVITIES AND INDICATORS OF EXCELLENCE:

Service activities may include, but are not limited to:

- Student advising, supervision of student organizations and/or student-organized exhibitions and/or publications.
- Significant contributions to department, college, and university committees.
- Assigned administrative responsibilities, to the extent that they are relevant for consideration under current college and university guidelines.
- Active participation in professional organizations, including service on committees
- Service within the community, including city, county, or state committees or boards concerning activities related directly to the candidate's scholarly area.
- Invitation to serve as an exhibition judge or juror or selection committee
- Work as an editor and/or service on the editorial board of a scholarly publication in the field of art history.
- Invitations to serve as an external reviewer for promotion and tenure.
- Chairing a session at a professional conference.
- Organizing a professional panel discussion and/or public symposium
  Community engagement in addition to that which may be considered to be research or instruction.

DEFINITIONS OF ACADEMIC RANK:

Assistant Professor:

For appointment or promotion to the rank of Assistant Professor a faculty member must hold the terminal degree in their field of knowledge and must demonstrate potential for excellence in all of the activities relating to instruction, research, and service.

Associate Professor:

An Associate Professor is expected to contribute more broadly to the department's instructional and service work than an Assistant Professor, while also continuing to cultivate an active and meaningful research agenda. The faculty member must achieve professional distinction by making significant contributions to the life of the institution across the areas of instruction, research, and service and to the faculty member's respective discipline.

Professor:

A Professor is expected to make the most significant contributions to the department's instructional and service work, including by assuming leadership roles in these areas, while also continuing to maintain an active and meaningful research agenda. The faculty member must continue to maintain overall professional excellence by making significant contributions to the life of the institution across the areas of instruction, research, and service and to the faculty member's respective discipline.

THIRD YEAR REVIEW OF PROGRESS TOWARD TENURE:

Follows College Promotion and Tenure process, excluding external letters of review.

TENURE AND PROMOTION TO ASSOCIATE PROFESSOR:

For promotion to the rank of Associate Professor in the Department of Visual Arts & Art History, a faculty member must demonstrate a record of achievement appropriate to the life-long member of the academic community and evidence of a continued contribution to the relevant field(s) of knowledge with original work and quality teaching. They must have shown an overall record of above satisfactory or excellence across the areas of instruction, research, and service. Assessment of the candidate's overall record shall be based on the careful review of all elements of the application for tenure and promotion.

At least 3 tier one accomplishments with activities from tier 2 are expected for promotion to the rank of Associate Professor.

Three tier 2 items will be considered to be equivalent to a single tier 1 achievement.

3 group shows will be considered to be the equivalent of 1 solo/two-person show.

Five independent articles or book chapters will be considered to be output on a par with 1 completed book.

PROMOTION TO PROFESSOR:

For promotion to the rank of Professor:

Sustained activity with national and international distinction. At least 4 tier one accomplishments are expected for promotion to full professor.

Promotion to the rank of Professor is recognition of demonstrated achievement and distinction over the span of an individual's academic career. While distinction must be demonstrated in at least one dimension of the faculty role, the candidate must demonstrate commitment and competency in the others. Distinction shall be assessed in accordance with college and university guidelines. There should be clear evidence of long-standing leadership, national recognition and/or substantial contributions both within and beyond the university. Achievement and distinction shall be defined in concert with these guidelines' definitions of excellence in instruction, research, and service. While the promotion decision involves the candidate's entire career, the candidate's record shall demonstrate significant additional achievement beyond that demonstrated at the time of promotion to Associate Professor. Among the professional activities undertaken since tenure and promotion to Associate Professor, shall be continued excellence in teaching, ongoing rigorous research accomplishments, and conscientious commitment to service activities. It is expected that the candidate will demonstrate leadership through example and action in all of these areas. The candidate's record should also indicate recognition as a distinguished member of the profession, including but not limited to election or appointment to high office in professional organizations, receipt of honors in the discipline, invitations to serve as external reviewer for promotion and tenure candidates, and other indicators of the candidates growing national and/or international profile.

PROCEDURES

VOTING RIGHTS:
Please refer to College and University guidelines.

CRITERIA FOR THE SELECTION OF OUTSIDE REVIEWERS:
Please refer to College and University guidelines.

Approved by VAAH faculty vote on November 23, 2020.
Revised per Dean's office January 20, 2021. Revisions submitted January 29.
Approved by Provost, Spring 2021