

**Department of Art
Tenure and Promotion Criteria and Procedures**

The purpose of this document is to serve as a supplement to the policies and procedures outlined in the College of Fine Arts Handbook and the University Governing and Administrative Regulations pertaining to evaluative criteria to be used in the granting of tenure and faculty promotions. Those instruments supersede any discrepancies that may arise in this document.

PROMOTION CRITERIA AT EACH RANK

For all areas within the department the following criteria will be taken into consideration for promotion.

Associate Professor

- Evidence of high quality professional performance in teaching.
- Evidence of continuing direct participation in research/scholarship/creative activity and in service/outreach.
- Evidence of high quality professional productivity in either research/scholarship/creative activity or service/outreach.
- Evidence of thorough and systematic study of the research/scholarship/creative activity in discipline.
- Evidence of good character, mature attitude, and professional integrity.
- Minimum years at rank of Assistant Professor

Professor

- Evidence of sustained excellence in teaching.
- Evidence of sustained high quality professional productivity in both research/scholarship/creative activity and service/outreach. In one of these categories, the candidate will demonstrate a level of excellence in the academic discipline that is recognized at the national level. "National recognition" must be defined in department policies with approval at the college level.
- Evidence of thorough and systematic study of the research/scholarship/creative activity in discipline.
- Evidence of good character, mature attitude, and professional integrity.
- Minimum years at rank of Associate Professor.

ART EDUCATION EVALUATION CRITERIA

Art Educators are expected to establish and develop an active academic identity within both the university community and the discipline of a regional, national, and/or international scale:

Local and regional identity can be defined by a number of activities including (1) presentations/workshops to local community groups or educational entities, (2) community projects involving K-12 students, (3) collaborating with local/regional community organizations, and (4) publication of art education resources serving a local or regional constituency by the publication of relevant art education material through school systems, community partners, and professional organizations, or any other appropriate criteria among others.

Evidence of the establishment of a candidate's national or international reputation will be based on participation in professional organizations, such as the National Art Education Association or International Society for Education through Art (INSEA). This includes: (1) active participation in professional groups, (2) presentations, and (3) publications including articles, book chapters, K-12 lessons and activities. It also includes articles written in professional or community newspapers, magazines such as the Kentucky Art Education Association and the National Art Education Association and their caucuses, which serve the state, national and/or international audience of art educators.

Evaluation of candidates for tenure and /or promotion will be based on a clear demonstration of teaching, service, and research and/or some creative activity in line with the expectations of a teaching institution. The following list provides a basis of assessment for tenure and promotion of candidates in the discipline of Art Education. This list, however, is suggestive and not exclusive:

Research and Creative Activity:

The successful candidate will demonstrate an ongoing commitment in one or more of the following:

- Publication of articles in professional journals and magazines in print or digital format.
- Publication of chapter(s) or section(s) of a scholarly book.

- Publication of a book review.
- Publication of a book.
- Exhibitions or creative activities at the local, regional, national, or international level.

The successful candidate is expected to demonstrate active involvement in one or more of the following:

- Presentations at professional conferences such as the National Art Education Associations and the Kentucky Art Education Association.
- Publication in professional newsletters and newspapers.
- Grant funding for scholarly research and/or community projects.
- Or any area associated with professional field-related activities.

Teaching:

The successful candidate is expected to demonstrate competency in the following:

- Knowledge of subject matter.
- Quality organization of course material.
- Ability to communicate subject matter.
- Ability to mentor students effectively.
- Fulfillment of department student-faculty assignments such as student advising and/or supervising student teachers.
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The successful candidate may demonstrate an ongoing commitment to teaching in one or more of the following:

- Guide student research/creative projects.
- Teaching awards.
- Or any other appropriate teaching criteria.

Service:

The successful candidate is expected to make ongoing contributions to department, college, and university committees.

The successful candidate will demonstrate a professional commitment in one or more of the following:

- Service to the Kentucky Art Education Association.
- Service to the National Art Education Association.
- Member of advisory council(s) or board(s).
- Service as a consultant in areas of the candidate's expertise made available to local, regional, or national communities.
- Involvement with Student Chapter of the National Art Education Association/Kentucky Art Education Association.
- Or any area associated with professional field-related activities.

ART HISTORY EVALUATION CRITERIA

Art historians are expected to establish and develop an active academic identity within both the university community and the discipline on a regional, national, and/or international scale. Local and regional identity can be defined by a number of activities such as presentations to local community groups or educational entities, curating, local/regional museum exhibitions, publication of museum catalogs for exhibitions serving a local or regional constituency, by the publication of exhibition reviews, articles, exhibition catalogs, books and monographs, either in hard copy or digital format, by book publishers, periodicals, newspapers, or academic organizations, such as the College Art Association, which serve a national or international audience of scholars; by review, critiques, commentaries, and/or citations of the candidate's published research in similar venues, and by any other appropriate criteria.

Research and Creative Activity:

As art history is a research-driven discipline, candidates for tenure and/or promotion must demonstrate serious and on-going commitment to research and/or creative activities in one's field. The following hierarchical list provides a basis of assessment for tenure and promotion of candidates in the discipline of art history; however, this list is suggestive, not exhaustive:

1. Publication or contract for publication of a book, monograph, or a substantial museum catalog.
2. Publication of chapter(s) or section(s) in a scholarly book either in print or digital format.
3. Publication of articles in refereed journals in print or digital format.
4. Publication of articles in non-refereed journals in print or digital format.
5. Organizing and curating an original museum/gallery exhibition.
6. Serving as a professional consultant for non-profit arts organizations, educational institutions, or governmental entities.
7. Serving as an invited guest curator, consultant, or juror of selection for a museum or gallery exhibition.
8. Presentation of a paper at a professional conference such as CAA, SECAC, etc.
9. Presentation of a lecture or participation in a symposium or panel at a museum or educational institution.
10. Grand funding for scholarly research proposals.
11. Or any other appropriate criteria.

Teaching:

Evaluation of candidates for tenure and/or promotion will be based on a clear demonstration of excellence in teaching. Additionally, as art history is a research-driven discipline, active and on-going engagement in research, publication, and intellectual development in one's field, as reflected in on-going curriculum development, and course revision, will be considered as evidence of knowledge of subject area and as demonstrating professional commitment to teaching.

Professional growth for art historians is also reflected in affiliation with, and active participation in, professional organizations; attendance at conferences and symposia; on-going visual research in museums, galleries, archaeological sites, or other venues appropriate to their specific areas of expertise, and by maintaining contacts and dialogue with the network of academicians and professionals beyond the borders of Kentucky.

Some additional examples demonstrating excellence in teaching include:

1. Participation in collaborative, interdisciplinary projects, programs, and courses.
2. Development of new instructional approaches, methodologies, or educational aids.
3. Grant funding for teaching proposals.
4. Curriculum and program development resulting in the approval and addition of new courses, minors, majors, and degree programs at the undergraduate or graduate level.
5. Awards and recognition for teaching.
6. Guest lectures in other courses.
7. Or any other appropriate criteria.

Service:

Art historians are expected to serve on committees at the university, college, and departmental levels. Professional service on the local, regional, and national levels is also to be commended.

STUDIO ART EVALUATION CRITERIA

Studio Art faculty are expected to establish and develop an active academic identity within both the university community and the discipline on a regional, national, and/or international scale. Identity can be defined by a number of activities such as exhibition of artwork in galleries and museums, by the publication of exhibition reviews, articles, exhibition catalogs, books and monographs of their artwork, either in hard copy or digital format, by book publishers, periodicals, newspapers, or academic organizations, such as the College Art Association, which serve a national or international audience of scholars; by presentations to local community groups or educational entities or curating exhibitions serving a local or regional constituency, and by any other appropriate criteria.

Research and Creative Activity:

The following list provides a basis of assessment for tenure and promotion of candidates in the discipline of Studio Art; however, this list is suggestive, not exhaustive, and subject to exceptions:

- Solo invitational show at a major museum

- Group invitational show at a major museum
- Nationally juried commissioned artwork
- Solo show in a nationally recognized commercial gallery
- Published monograph/catalog of artwork
- Acquisition of artwork by a significant collection
- Solo show in a regional museum
- Solo show in a regional commercial gallery
- Regionally juried commissioned artwork
- One or more work/s in a national juried show
- Work/s in a regional juried show
- Group show in a regional community or commercial gallery
- Solo show in local museum or gallery
- Group show in a local museum or gallery
- Show in a university gallery
- Show in alternative spaces
- Inclusion in a TV or radio program
- Conference panelist at a national/regional level
- National art publication article in print or digital format
- National art periodical feature/review article in print or digital format
- Book chapter/s published
- National art periodical exhibition review or short piece published in print or digital format
- National juried/invitational presentation (i.e., at museum or conference)
- Regional publication in print or digital format
- Regional art periodical feature article in print or digital format
- Regional juried presentation
- Regional art periodical review or short piece in print or digital format
- Curator of an art exhibition
- Art writing for regional non-art publication article/review in print or digital format
- Art writing for local non-art publication article/review in print or digital format

Teaching:

Evaluation of candidates for tenure and/or promotion will be based on a clear demonstration of excellence in teaching. Additionally, active and on-going engagement in research, publication, and intellectual development in one's field, as reflected in on-going curriculum development, and course revision, will be considered as evidence of knowledge of subject area and as demonstrating professional commitment to teaching.

Professional growth for studio art faculty is also reflected in affiliation with, and active participation in, professional organizations; attendance at conferences and symposia; on-going visual research in museums, galleries, archaeological sites, or other venues appropriate to their specific areas of expertise, and by maintaining contacts and dialogue with the network of academicians and professionals beyond the borders of Kentucky.

Some additional examples demonstrating excellence in teaching include:

1. Participation in collaborative, interdisciplinary projects, programs, and courses.
2. Development of new instructional approaches, methodologies, or educational aids.
3. Grant funding for teaching proposals.
4. Curriculum and program development resulting in the approval and addition of new courses, minors, majors, and degree programs at the undergraduate or graduate level.
5. Awards and recognition for teaching/creative research.
6. Guest lectures in other courses.

Service:

Studio Art faculty are expected to serve on committees at the university, college, and departmental levels. Professional service on the local, regional, and national levels is also to be commended.

National *may* be more significant than regional.

Regional *may* be more significant than local.

Leadership *may* be more significant than mere membership.

Elected service *may* be more significant than volunteer service.

Ongoing/continuing service *may* be more significant than periodic/temporary service.

Art-related service *may* be more significant than non art-related service.

University level committee work *may or may not* be more significant than college or department level committee work.