Promotion and Tenure Guidelines

Department of Fine Arts

The department seeks to encourage and recognize among its faculty both traditional and interdisciplinary artistic creative activities, scholarship and instructional accomplishment, including the scholarship of teaching, within the University guidelines for promotion, tenure and reappointment as described in the Indiana University Academic Handbook. The criteria provided below are meant as a general guide to the evaluation of creative and scholarly achievement, teaching, and service as applied to all studio faculty of the Department of Fine Arts. Additional criteria (e.g. guidelines published by professional and academic associations) may be stipulated for faculty in specific disciplines or areas of creative activity. The following paragraphs offer information for building a case for excellence in creative work, research, teaching, or service.

Creative activity and research:

Faculty members in the studio arts are to be actively engaged in the ongoing creation and exhibition of artwork. Due to the incredible range of what qualifies as “art” and the diversity of avenues for presentation and classification, there is a large assortment of what should count towards credible creative activity. It sometimes happens that a faculty member is making work that is designed to stretch the boundaries of conventional notions of art and creative activity. In such cases it is important to carefully read the candidate’s statement on research and the outside reviews to gain a greater context for understanding the work.

The following list is a general guideline to aid in the evaluation a tenure decision. It outlines and ranks the activities traditionally associated with excellence in the visual arts. A case for excellence should weigh both the number and the quality of the creative activities. It is possible to make a successful claim of excellence at the level of promotion to associate professor with tenure with no activities at the “highest” level, if there are a sufficient number of “high” and “average” activities. Also, both internal and external reviews from professionals in the arts are strong qualitative indicators of a candidate’s current strengths and future potential.

HIGHEST

One-person or two-person shows in widely recognized metropolitan exhibition sites:

- Museums
- Commercial galleries, nationally and internationally recognized
- Alternative space galleries, nationally and internationally recognized

Acquisition of work to museum collections

Critical Reviews in national or international professional media
Catalog devoted to artist’s work

Highly significant invitational exhibitions

International, national or other prestigious public commissions

**HIGH**

Group exhibitions in widely recognized metropolitan exhibition sites

- Museums
- Commercial Galleries
- Alternative space galleries

One-person or two-person shows at regionally recognized exhibition sites

- Museums
- Galleries
- Alternative space galleries
- University or college galleries
- Community fine arts centers

One-person exhibitions in cooperative gallery in major metropolitan art center

Work included in exhibition catalog

Reviews in national or international professional media (in group context)

Awards in juried exhibitions

Regional public commissions

Recognized private collections

Visiting artist appearance: juror, lecturer, or guest critic at major academic institution

**AVERAGE**

Group exhibitions in regionally recognized exhibitions sites

Reviews in local papers
Jurying local exhibitions or amateur art exhibitions

When reviewing for reappointment, the department seeks evidence that the candidate is making progress and establishing a record of accomplishment in these or other related areas. In general, and as may be appropriate for each candidate, the department wishes to see a continuous record of juried or invited creative activities, significant awards, juried publications, significant regional or national performances, and/or the pursuit of external grants and financial aid in support of creative projects, research, etc. (that are relevant to the candidate’s IU Northwest affiliation). When reviewing for tenure and promotion to the rank of associate professor, the department seeks evidence that the candidate has established a solid record of accomplishment in his or her area of excellence and that the candidate demonstrates the potential for further accomplishment which, in time, could establish a case for promotion to full rank. Additionally, the candidate must have established adequacy in the areas of teaching and service. When reviewing for promotion to the rank of professor, the department evaluates the candidate’s record of excellence at the regional and national levels, sustained over a period of years, in areas of design, performance, exhibition, publication, broadcast, and so on. Additionally, the candidate needs to establish adequacy in the areas of teaching and service.

Teaching

The candidate should demonstrate effectiveness in teaching, appropriate to the wide variance of teaching venues and student capabilities encompassed within the department. Teaching effectiveness may be documented by traditional instruments such as peer review of classroom or studio activity, student evaluations, or evidence of student success in professional or academic fields. In making a case for excellence, the teaching record should demonstrate an effect beyond the university classroom and campus. Teaching effectiveness may also be evaluated via other evidence, including (not in any rank order):

- Pedagogical Publications
- The Scholarship of Teaching and Learning
- Development of new traditional or interdisciplinary curricula or teaching techniques
- Awards for excellence in teaching
- Development of new traditional or interdisciplinary degrees or certificate programs
- Mentoring and advising
- Authorship of texts or other teaching materials
- Establishment, development, and maintenance of studios and labs necessary for effective instruction or creative output
Establishment and development of instructional or student internship venues with community or professional organizations

Development of grants, contracts, etc. which support or are associated with teaching, curriculum development, studio and lab development, etc.

Remaining current with developments in the discipline

When reviewing for reappointment, the department seeks evidence that the candidate is making progress and establishing a record of accomplishment in these or other areas related to teaching effectiveness with contributions on and/or beyond the campus. When reviewing for tenure and promotion to the rank of associate professor, the department seeks evidence that the candidate has established a solid record of excellence in the area of teaching, and that the candidate demonstrates the potential for further accomplishment which, in time, could establish a case for promotion to full rank. Additionally, candidates will have established adequacy in both creative activity/research and service. When reviewing for promotion to the rank of professor, the department seeks evidence that the candidate has achieved a record of excellence, leadership, and innovation, sustained over a period of years, in areas deemed appropriate by the reviewing committees. The candidate must also demonstrate adequacy in the areas of creative activity/research and service.

Service:

The department encourages and recognizes the valuable contributions made by department faculty through service to the College, the University, and to the communities beyond the University. The service record should demonstrate an effect beyond the department and campus. Examples of service include:

- Membership and chairing of various COAS and University committees
- Mentoring
- Scholarship of Service
- Involvement with the community through performance, panel discussions, scholarship of service
- Facilitation of University/community partnering (recruitment of associate faculty, recruitment of internship opportunities, recruitment of guest lecturers, etc.)
- Leadership in professional organizations
- Provision of service or maintenance of equipment and facilities which benefits a constituency beyond the individual’s own classes.
When reviewing for reappointment, the department seeks evidence that the candidate is making progress and establishing a record of accomplishment in these or other areas related to service. When reviewing for tenure and promotion to the rank of associate professor, the Department seeks evidence that the candidate has established a solid record of excellence in areas of service deemed appropriate that make contributions both on and off campus, and that the candidate demonstrates the potential for further accomplishment which, in time, could establish a case for promotion to full rank. Additionally, the candidate will have established adequacy in creative activity/research and teaching. When reviewing for promotion to the rank of professor, the department seeks evidence that the candidate exhibits a record of excellence, responsibility, and leadership in COAS, University and community service, sustained over a period of years. Additionally, the candidate will need to establish adequacy in creative activity/research and teaching. Candidates should be aware that a claim of excellence in service has not generally been used for tenure or promotion to associate faculty rank, but has occasionally been used with success for the promotion to the rank of professor.