

Visual Arts
Merit Evaluation Notes – TT & IRC
2021

Fall

Scale: 5 = Outstanding
4 = Exceeding Expectations
3 = Meeting Expectations
2 = Below Expectation
1 = Fails to Meet Expectations

Tenure Track

(%s below are standard and differ, depending on specific faculty load agreements)

Teaching (40%)

Please note: These lists are suggestions and are not all-inclusive requirements. **Activities include but are not limited to (list order does not indicate priority):**

Outstanding

- Participation in program curricular assessment and development
- Grants awarded for curriculum development, pedagogy, or methodologies
- Invitations to guest lecture in other courses or settings, invitations to participate in documentaries, podcasts, newspaper and radio interviews and other media formats where we teach through scholarship.
- Teaching awards and other outstanding accomplishments in instruction
- Travel or field course development
- **Student letters, emails, and documents of support**
- + Below:

Exceeding Expectations

- New course and curriculum development for Visual Art and/or VAPA courses
- Teaching core interdisciplinary VAPA courses
- Innovations and creativity in teaching methods and course content
- Use of assessment tools to enhance teaching efficacy (midterm questionnaires, variety of evaluative methods.)
- Outside Classroom Activities (student exhibits off campus, museum fieldtrips, etc.)
- Teaching improvement activities (e.g., workshops, conferences, observations of peers' classroom techniques, etc.)
- Outstanding FCQs

Meeting Expectations

- Course revision for Visual Art courses
- Mentoring and advising students
- Teaching at all levels (foundation through upper division)

- Flexibility and adaptability to department's and program's greater curricular needs
- Courses are coherently organized and thoughtfully presented
- Established groundwork for teaching philosophy & methods
- Contributions to diversity strategies (course content, classroom dialogues, workshops...)
- Self-evaluation
- Continued commitment to developing course content and teaching methodologies
- Supervision of student independent studies, internships, and/or professional experiences
- Participation in larger VAPA departmental collaborative goals
- Above Average FCQs

Research (40%)

Please note: These lists are suggestions and are not all-inclusive requirements. They are based on Visual Art RTP criteria and the significance of each accomplishment must be considered in light of that criteria. **Activities include but are not limited to (list order does not indicate priority):**

Outstanding

- Exhibition of creative work in 2+ group exhibitions, screenings, performances, etc.
- Solo/two-person exhibition, screening, performance
- Grants
- Curatorial Projects
- Commissions
- Essays, Reviews, and/or Press in books, journals, magazines, e-mags/blogs, newspapers, etc.
- Awards
- + Below:

Exceeding Expectations

- Exhibition of creative work in 2 group exhibitions, screenings, performances, etc.
- Development of projects, performances, and/or productions centered in professional collaborations and/or interdisciplinary work
- Presentation, organization or participation in a panel at regional or national conferences
- Development of new work
- Artist Talks/Lectures

Meeting Expectations

- Exhibition of creative work in 1 group exhibition, screening, performance, etc.
- Personal website development and maintenance
- Professional submissions

Service (20%)

Please note: These lists are suggestions and are not all-inclusive requirements. **Activities include but are not limited to (list order does not indicate priority):**

Outstanding

- Serving on system wide committees
- Participation in program curricular assessment and development
- Participation in Faculty Governance
- Jurying and/or curating exhibitions, lectures, and/or residencies
- Administrative leadership (program director, chair, center director, etc.)
- Holding an office in a professional association
- + Below:

Exceeding Expectations

- Writing and reviewing grant and/or research proposals
- Membership in a professional association
- Sitting on advisory boards (non-profits, museums, contemporary art centers...)
- Serving on college and campus committees
- Mentoring faculty: non-tenured, instructors, lecturers
- Sponsoring and working with student organizations
- Participation at professional conferences (organizing panels/sessions, or activities)
- Improvement and development of facilities

Meeting Expectations

- Serving on departmental committees
- Mentoring faculty: non-tenured, instructors, lecturers
- Care and maintenance of visual art studios, facilities, and equipment
- Contribution to diversity (workshops, committees, community relations)
- Service to profession (local, state, national, international)
- Academic Advising for VA concentrations
- Attending departmental meetings

IRC (Instructional, Research, and Clinical Faculty)

Teaching (95%)

Please note: These lists are suggestions and are not all-inclusive requirements. **Activities include but are not limited to (list order does not indicate priority):**

Outstanding

- Participation in program curricular assessment
- Connecting innovations and accomplishments in creative work/research to course content
- Grants awarded for curriculum development, pedagogy, or methodologies
- Invitations to guest lecture in other courses or settings, invitations to participate in documentaries, podcasts, newspaper and radio interviews and other media formats where we teach through scholarship.
- Teaching awards and other outstanding accomplishments in instruction
- Travel or field course development
- [Student letters, emails, and documents of support](#)
- Teaching improvement activities (e.g., workshops, conferences, observations of peers' classroom techniques, etc.)
- + Below:

Exceeding Expectations

- New course and curriculum development for Visual Art and/or VAPA courses
- Teaching core interdisciplinary VAPA courses
- Innovations and creativity in teaching methods and course content
- Use of assessment tools to enhance teaching efficacy (midterm questionnaires, variety of evaluative methods.)
- Outside Classroom Activities (student exhibits off campus, museum fieldtrips, etc.)
- Supervision of student independent studies, internships, and/or professional experiences
- Course revision for Visual Art courses
- Mentoring students
- Outstanding FCQs

Meeting Expectations

- Teaching at all levels (foundation through upper division)
- Flexibility and adaptability to department's and program's greater curricular needs
- Courses are coherently organized and thoughtfully presented
- Established groundwork for teaching philosophy & methods
- Contributions to diversity strategies (course content, classroom dialogues, workshops...)
- Self-evaluation
- Continued commitment to developing course content and teaching methodologies

- Participation in larger VAPA departmental collaborative goals
- Above Average FCQs

Service (5%)

Please note: These lists are suggestions and are not all-inclusive requirements. **Activities include but are not limited to (list order does not indicate priority):**

Outstanding

- Serving on departmental, college, campus, and system wide committees
- Participation in Faculty Governance
- Jurying and/or curating exhibitions, lectures, and/or residencies
- Administrative leadership (curriculum oversight, center oversight, etc.)
- Sponsoring and working with student organizations
- Sitting on advisory boards (non-profits, museums, contemporary art centers...)
- Holding an office in a professional association
- Writing and reviewing grant and/or research proposals
- + Below

Exceeding Expectations

- Membership in professional associations
- Participation at professional conferences (organizing panels/sessions, or activities)
- Service to profession (local, state, national, international)
- Contribution to diversity (workshops, committees, community relations)
- Improvement and development of facilities

Meeting Expectations

- Attending departmental meetings
- Care and maintenance of visual art studios and equipment.