

**Department of Visual and Performing Arts  
Visual Art**

**College of Letters, Arts and Sciences**

**May 31, 2009**

**CRITERIA FOR REAPPOINTMENT AND TENURE  
VISUAL ART FACULTY  
DEPARTMENT OF VISUAL AND PERFORMING ARTS**  
Approved by the Provost: June 4, 2009

The Visual Art option within the Department of Visual and Performing Arts at the University of Colorado at Colorado Springs encourages the integration of teaching, creative work/scholarship, and service within a collaborative and interdisciplinary program.

The primary emphasis for the promotion and tenure of visual art faculty is the creation and exhibition of their work. Please note that the criteria used to evaluate creative work is different from the standards used for refereed and non-refereed articles and books. The criteria below are interconnected and their consideration is essential when evaluating the caliber of an exhibition. We do not use a Faculty Responsibility Statement in our reappointment, promotion and tenure process.

**Creative Work Criteria:** (please see Appendix A for more specific details/definitions)

- Solo or Group Exhibitions: solo exhibitions are usually ranked higher than group exhibitions, however this is also dependent upon the tier of the exhibition.
- International, National, or Regional Exhibitions are ranked: first tier international, second tier national, third tier regional. Please note these designations are by reputation of the institution not geographic location.
- Status of the Institution or Festival: museum, contemporary art space, video/performance festival, regional art center, et cetera.
- Invitational, Juried, or Non-Juried: invitational exhibitions are often considered more prestigious than juried exhibitions. This is perhaps the most distinct from traditional scholarly designations as an artist can only participate in international exhibitions such as the Venice Biennale, the Whitney Biennial, or at the Museum of Modern Art through a curatorial invitation. Please note there are a select few artists in the world who are invited to participate in this level of exhibition.

All venues and exhibition levels seek to engage artists, scholars, and the public in a forum for personal reflection, public dialogue, experimentation and creative expression that are inherently embedded in contemporary art and ideas.

**Creative Work:**

Activities include but are not limited to: (list order does not indicate priority)

- Exhibition of creative work in a solo or group exhibition
- Projects, performances, and/or productions centered in professional collaborations and/or interdisciplinary work
- Submission and/or funding of grant proposals and fellowships
- Original creative work published as a book, CD or DVD (this does not include documentation of exhibitions)
- Original work developed for the Internet

**Professional Recognition:**

Reviews or essays on a candidate's creative work by a professional critic or art historian/theorist are a desirable addition to the exhibition record. These include but are not limited to:

- Essays and Reviews in journals magazines, e-mags/blogs, and newspapers, at the regional, national, or international level
- Visual documentation and/or an essay about her/his of creative work published in a book
- A published monograph on the artist
- Curatorial Work

### **Scholarly Work:**

The primary criteria for Visual Art faculty is the exhibition of creative work; however, consideration may be given to:

- Publication (or accepted) textbook, educational CD and/or DVD
- Articles and reviews published (or accepted) in professional journals, art magazines, e-mags/blogs, and newspapers
- Publication (or accepted) book or exhibition catalog
- Invited lectures or workshops
- Presentation of papers, organization or participation of a panel at regional or national conferences
- Grant or fellowship awards and/or submission of proposals

**Creative Work Criteria additional information (Appendix A):** The quantitative criteria for creative work are guidelines to support a rating of meritorious or excellent, however these numbers are not hard and fast as they are contingent upon the level of professional recognition of the exhibition, performance, or festival. A number of factors must be considered including the quality of the institution or performance venue. For instance, at the pinnacle of success, an artist chosen to participate in the Venice Biennale may only have one exhibit in a two-year period, but the scope and international recognition of this exhibition far exceeds any numerical valuation. The exhibition record is cumulative i.e. an excellent rating for tenure and promotion to associate professor maybe a total of twelve exhibitions during the candidate's entire career at UCCS.

**Please see (Appendix B: Teaching) and (Appendix C: Service) for additional information.**

### **INITIAL REVIEW**

#### **TEACHING**

The candidate's teaching shall be evaluated by multiple means. A principal expectation is a demonstrated commitment to teaching efficacy within a visual art specialization coordinated with the broader interdisciplinary focus of VAPA. Candidates are also expected to interact with students in an advising/mentoring capacity. Criteria from Appendix B may also be considered or substituted. A candidate may receive a rating of:

- Excellent with visual art course content revisions, potential development of a new visual art course, and engaging with VAPA's larger curriculum needs and goals.
- Meritorious by establishing a solid groundwork for her/his teaching methodology through coherently organized and thoughtfully presented courses.

#### **CREATIVE WORK/SCHOLARSHIP**

The candidate is expected to present evidence of progress in the development and exhibition of creative work and if applicable scholarly activities. An exhibition record at this level will include regional and/or national exhibitions. Consideration may be given for exhibitions scheduled through the next academic year. While creative work is the primary criteria for evaluation, curatorial work,

publications, and the candidate's effort to write proposals and/or grants to support her/his creative work may also be noted.

A candidate may receive a rating of:

- Excellent with three exhibitions/performances, preferably with one solo show.
- Meritorious with two exhibitions/performances, which may be either group or solo.

Consideration may also be given to the candidate's effort to write proposals and/or grants to support her/his creative work.

### SERVICE

The department recognizes service to the university, community, and profession. During the initial review the candidate is expected satisfy her/his obligations to departmental service. Criteria from Appendix C may also be considered or substituted.

During the Initial Review a candidate may receive a rating of:

- Excellent by serving on multiple departmental committees.
- Meritorious by serving on a departmental committee.

## **SECOND RENEWAL (COMPREHENSIVE)**

### TEACHING

Considerable emphasis will be placed on the teaching contribution of the individual.

Furthermore, the candidate will be expected to demonstrate a commitment to, and success in, teaching at all levels. Teaching shall be evaluated by multiple means including but not limited to student course evaluations (FCQs), and contributions to the visual art and VAPA curricula. Criteria from Appendix B may also be considered or substituted.

A candidate may receive a rating of:

- Excellent by participating in VAPA courses, using non-traditional assessment tools, attending workshops or lecturers to improve teaching pedagogy, outside classroom activities, and participating in a peer evaluation.
- Meritorious through a commitment and success in teaching at all levels, exhibiting an awareness and inclusion of diversity issues in course content to create dialogues, flexibility and adaptability to department's greater curricular needs.

### CREATIVE WORK/SCHOLARSHIP

The candidate is expected to demonstrate evidence of a significant creative work and/or scholarship exhibited or in progress. Significant evidence would include regional and/or national solo and/or group exhibitions. Consideration may be given for exhibitions scheduled through the next academic year. While creative work is the primary criteria for evaluation the candidate's curatorial work or publications in addition to reviews or essays on a candidate's creative work by a professional critic or art historian/theorist will be noted.

A candidate may receive a rating of:

- Excellent with seven exhibitions/performances, preferably with two solo shows.
- Meritorious with five exhibitions/performances, preferably with one solo show.

At this level there is an expectation that the candidate will be exhibiting at least one recognized art center, gallery, museum, or non- profit. Consideration may also be given to the candidate's effort to write proposals and/or grants to support her/his creative work.

## SERVICE

The candidate will be expected to demonstrate service activity at the department, campus and community level. Please note: For the candidate serving as Visual Arts Director, the majority of her/his service requirement will be fulfilled by the completion of her/his official duties as Program Director. Criteria from Appendix C may also be considered or substituted.

A candidate may receive a rating of:

- Excellent by serving on multiple committees at the department, campus, and/or university levels, mentoring instructors and lecturers to increase teaching efficacy, developing community relations.
- Meritorious serving on multiple departmental and college committees, sponsoring and working with student organizations.

## **TENURE AND PROMOTION TO ASSOCIATE PROFESSOR**

According to the *Regents' Policies*, Tenure may be awarded only to faculty members with at least a meritorious record in teaching, creative work/scholarship, and service with a demonstrated excellence in either teaching or creative work.

## TEACHING

Considerable emphasis and recognition will be given to the individual's dedication and innovation within the classroom as well as her/his contributions to VAPA's interdisciplinary mission. Furthermore, the candidate is expected to demonstrate a commitment to, and success in, teaching at a variety of levels within the Visual Arts and interdisciplinary VAPA courses. A variety of evidence can be used to evaluate teaching. In addition teaching awards and student achievements in the arts when clearly tied to faculty teaching and mentoring may also be considered. Criteria from Appendix B may also be considered or substituted.

A candidate may receive a rating of:

- Excellent by making significant curriculum contributions through developing new visual art courses; participating in VAPA courses; organizing guest speakers, workshops, and lecturers; participating in student recruitment.
- Meritorious by developing new visual art courses, flexibility and adaptability to department's greater curricular needs, supervision of student independent studies, internships, and/or professional experiences, evaluation of student's accomplishments in departmental assessment.

## CREATIVE WORK/SCHOLARSHIP

The expectation is that the candidate will have made significant creative contributions to her/his field demonstrated by an established national exhibition record. Additional recognition will be given for grant and fellowship awards, critical reviews in professional journals, and inclusion in exhibition catalogs. As stated above curatorial work and publications will also be noted.

During a candidate may receive a rating of:

- Excellent with twelve exhibitions/performances, preferably with three or four solo shows.
- Meritorious with nine exhibitions/performances, preferably with two solo shows.

At this level there is an expectation that the candidate will be exhibiting at least two recognized art centers, museums, or non-profit institutions or venues. Consideration may also be given to the candidate's effort to write proposals and/or grants to support her/his creative work

## SERVICE

The candidate will be expected to demonstrate service contributions to the department, campus/university, and community in her/his field. Please note: For the candidate serving as Visual Arts Director, the majority of her/his service requirement will be fulfilled by the completion of her/his official duties as Program Director. Criteria from Appendix C may also be considered or substituted.

A candidate may receive a rating of:

- Excellent by serving on multiple committees at the department, campus, and/or university levels, assuming leadership roles on committees, developing community relations.
- Meritorious through serving on multiple departmental and college committees, mentoring instructors and lecturers to increase teaching efficacy, sponsoring student organizations.

## POST-TENURE REVIEW

Recognizing the many different ways in which post-tenure faculty contribute to the University, we define *meeting expectations* for purposes of post-tenure review as consisting of three elements, each of which must be met.

- Having achieved a rating of *meeting expectations* or higher on each of the annual merit reviews included in the time period under review.
- Having submitted an acceptable professional plan, which indicates an ability to achieve *meeting expectations* or higher ratings in the future.
- Having met the goals of the faculty member's current professional plan.

If a faculty member is deficient in meeting this standard, the committee shall consider the total record of the faculty member during the review period to determine whether strengths in some time periods or some activities compensate for the deficiency such that a rating of *meeting expectations* is still appropriate. Ratings of *exceeding expectations* or *outstanding* will be awarded for exceeding these standards.

## PROMOTION TO FULL PROFESSOR

Promotion to Full Professor in Visual Art is based upon evaluating the candidate's record, since receiving tenure and promotion to associate professor, that indicates significant development, innovation, and accomplishment in teaching, creative work/scholarship, and service. The candidate must be considered at least meritorious in one and excellent in two categories.

## TEACHING

The candidate must demonstrate continued evidence of improvement in her/his skills, organization, commitment to, and innovations in teaching as outlined for earlier reviews. In addition, the candidate's maturity and stature as an artist should be reflected in the courses taught. The range of methods for evaluating teaching outlined above will continue to be the basis for such review.

Criteria from Appendix B may also be considered or substituted.

A candidate may receive a rating of:

- Excellent through innovative and creative teaching methods and the risk factor involved in course content, grants awarded for curriculum development, pedagogy, or methodologies, strong community relations in support of teaching.
- Meritorious by incorporation of contemporary art paradigms and theories in innovation ways, increased engagement with interdisciplinary courses within VAPA.

## CREATIVE WORK/SCHOLARSHIP

The candidate must demonstrate continued evidence of growth and activity as an artist since promotion to associate professor. This will normally mean the continuation of significant creative work/scholarship beyond that for which the candidate was awarded promotion to associate professor. Careful consideration will be given to the candidate's ability to articulate and demonstrate innovation and evolving approaches to her/his art praxis within the larger cultural context of contemporary art. As in earlier reviews, recognition will be given for, but not limited to, fellowship and grant awards, critical reviews in professional journals, and inclusion in exhibition catalogs. As stated above curatorial work and publications will also be noted.

During **Promotion to Full Professor** a candidate may receive a rating of:

- Excellent with two exhibitions/performances, per year with preferably at least one solo exhibition during the period between promotion from associate and full.
- Meritorious one exhibition/performance per year during the period between promotion from associate and full.

At this level there is an expectation that the candidate will be exhibiting at recognized art centers, museums, or non-profit institutions or venues. Consideration may also be given to the candidate's effort to write proposals and/or grants to support her/his creative work.

## SERVICE

The candidate must demonstrate continued commitment to the department, campus/university, community and/or profession. Please note: For the candidate serving as Visual Arts Director, the majority of her/his service requirement will be fulfilled by the completion of her/his official duties as Program Director. Additional criteria from Appendix C may also be considered.

A candidate may receive a rating of:

- Excellent by assuming leadership roles on college and university committees, faculty governance, serving on community organization's advisory boards.
- Meritorious through assuming leadership roles on departmental or college committees, mentoring lecturers, instructors, and non-tenured faculty.

## **APPENDIX A: CREATIVE WORK**

Solo or Group Exhibitions & Performances:

- Solo: the exhibition/performance space is devoted singularly to an individual artist's work, this may also be extended to two person exhibitions where the artists have a significant body of work shown in a distinct area of the museum/gallery
- Group: the creative work of numerous artists is exhibited/performed in the same space, each individual is usually limited to a few works

International, National, or Regional Designation:

- International: renowned in numerous countries
- National: acknowledged across the United States
- Regional: known only within a smaller geographical area i.e. Colorado, Wyoming, and Utah

Category of the Institution or Festival:

- Museum: permanent institution open to the public that collects and exhibits historical or contemporary art on a permanent or temporary basis i.e. The Metropolitan Museum of Art

- Contemporary Art Space: a non-profit institution dedicated to developing and presenting contemporary art (1990s to the present) i.e. The Museum of Contemporary Art Chicago
- Commercial Gallery: advocates, exhibits, and sells creative work
- Film/Video and Performance Festivals: presents time-based media for one evening or a few weeks i.e. the Telluride Film Festival or the Live Performance Art Biennale
- Public Work: commissioned for a public space i.e. the foyer of a building, park, street corner
- Alternative Space: a broad classification that includes places outside traditional art venues such as a warehouse, parking garage, or empty lot
- New-Media/Internet: work specifically created and in response to the Internet (please note this does not include personal, educational, or informational websites)

Invitational, Juried, or Non-Juried:

- Invitational: the artist is invited by a curator to participate in an exhibition, international, national, or regional
- Juried: the artist submits work to a panel of artists and/or curators to be considered for inclusion in an exhibition, predominantly national and regional
- Non-Juried: the artist's work will be included without a curator's invitation or jury's review, national and regional

Correlations to Refereed and Non-Refereed:

- Invitational cannot be categorized within Refereed or Non-Refereed. There is no application process (juried/refereed) nor can an artist submit work (non-juried/non-refereed). The artist must be invited to participate in an exhibition by a curator of a museum, contemporary art center, festival, or gallery. The curators are generally not considered peer reviewers as their role in the art world is distinct and separate from that of the artist.
- Juried is aligned to Refereed.
- Non-Juried is Non-Refereed.

## **APPENDIX B: TEACHING**

Please note: These lists are suggestions and are not all-inclusive or requirements.

They are divided into two groups, but are not ranked in order of importance within each group.

### **Above Expectations**

- Curriculum revision and development for VAPA curricular needs
- Teaching core interdisciplinary VAPA courses
- Travel or field course development
- Teaching awards and other outstanding accomplishments in instruction
- Alumni evaluations
- Innovations in teaching methods and course content
- Creativity in teaching methods and course content
- Risk factor involved in course content
- Effectiveness of students abilities to pursue careers and/or graduate Education
- Grants awarded for curriculum development, pedagogy, or methodologies
- Teaching improvement activities (workshops, conferences)
- Teaching contributions at another institution (at any level)



- Use of assessment tools to enhance teaching efficacy (midterm questionnaires, variety of evaluative methods..)
- Outside Classroom Activities (student exhibits off campus, museum fieldtrips etc.)

### **Expected**

- Curriculum revision and development for visual art courses
- Mentoring and advising students
- Teaching at all levels (foundation through graduate)
- Flexibility and adaptability to department'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
- Peer Evaluation
- Student evaluation (Faculty Course Questionnaires and unsolicited letters from students)
- Continued commitment to developing course content and teaching methodologies
- Supervision of student independent studies, internships, and/or professional experiences
- Evaluation of student's accomplishments in departmental assessment
- Participation in larger VAPA departmental collaborative goals

### **APPENDIX C: SERVICE**

Please note: These lists are suggestions and are not all-inclusive or a list of requirements.

They are divided into two groups, but are not ranked in order of importance within each group

#### **Above Expectations**

- Administrative leadership (program director, chair, center director...)
- Reviewing grant and/or research proposals
- Jurying and/or curating exhibitions
- Membership in and/or holding an office in a professional association
- Service contribution to education at any level and institution
- Participation in Faculty Governance
- Sitting on advisory boards (non-profits, museums, contemporary art centers...)
- Mentoring faculty: non-tenured, instructors, lecturers

#### **Expected**

- Serving on departmental, college, campus, and system wide committees
- Service to Profession (local, state, national, international)
- Care and maintenance of visual art studios, facilities, and equipment
- Participation at professional conferences (organizing panels/sessions, or activities)
- Contribution to diversity through service (workshops, committees, community relations)
- Sponsoring and working with student organizations