

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

**College of Letters, Arts and Sciences
University of Colorado Colorado Springs**

**Criteria, Standards and Evidence for Reappointment,
Promotion and Tenure**

July 1, 2020

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

As permitted in APS 1022, the faculty of Visual Arts have voted not to have a vote of the primary unit faculty as a step in the reappointment, promotion, and tenure process.

The primary emphasis for reappointment, 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.

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, DVD, and/or digital format (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, DVD, or online journal
- 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 REAPPOINTMENT REVIEW

TEACHING

The candidate's teaching shall be evaluated by multiple means including but not limited to student course evaluations (FCQs), peer evaluations, and a teaching portfolio (course syllabi, student work samples, assignments, lectures/lecture notes, etc.). 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.

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

- *On track for tenure* by establishing a solid groundwork of teaching methodology, course content revisions, potential development of new courses, and engaging with VAPA's larger curriculum needs and goals.
- *Not yet on track for tenure but could meet standards for tenure with appropriate corrections*
- *Not on track for tenure*

SCHOLARLY/CREATIVE WORK

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.

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

- *On track for tenure* with two to three exhibitions/performances, preferably with one solo show. Consideration may also be given to the candidate's effort to write proposals and/or grants to support her/his creative work.
- *Not yet on track for tenure but could meet standards for tenure with appropriate corrections*
- *Not on track for tenure*

LEADERSHIP AND 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 Reappointment Review, a candidate may receive a rating of:

- *On track for tenure* by participating in departmental activities and serving on departmental committee/s.
- *Not yet on track for tenure but could meet standards for tenure with appropriate corrections*
- *Not on track for tenure*

COMPREHENSIVE REAPPOINTMENT REVIEW

The candidate must demonstrate sufficient progress toward tenure to justify reappointment. The candidate's record of teaching, research, and service are evaluated separately, indicating whether the candidate is "on track for tenure" and thereby meritorious or excellent in teaching, scholarly/creative work, and leadership and service; "not yet on track for tenure but could meet standards for tenure with appropriate corrections"; or, "not on track for tenure".

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), peer evaluations, teaching portfolio (course syllabi, student work samples, assignments, lectures/lecture notes, etc.), student letters of support, and contributions to the visual art and VAPA curricula. Criteria from Appendix B may also be considered or substituted.

During the Comprehensive Reappointment Review, a candidate may receive a rating of:

- *On track for tenure* by exhibiting an awareness and inclusion of diversity issues in course content, flexibility and adaptability to department's greater curricular needs (such as participating in VAPA courses), contributing to Visual Art curriculum at all levels, attending workshops or lecturers to improve teaching pedagogy, outside classroom activities, and/or participating in a peer evaluation.
- *Not yet on track for tenure but could meet standards for tenure with appropriate corrections*
- *Not on track for tenure*

SCHOLARLY/CREATIVE WORK

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.

During the Comprehensive Reappointment Review, a candidate may receive a rating of:

- *On track for tenure* with five to seven exhibitions/performances, preferably with two solo shows.
- *Not yet on track for tenure but could meet standards for tenure with appropriate corrections*
- *Not on track for tenure*

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.

LEADERSHIP AND 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.

During the Comprehensive Reappointment Review, a candidate may receive a rating of:

- *On track for tenure* by serving on multiple committees at the department, campus, and/or university levels, mentoring instructors and lecturers to increase teaching efficacy, sponsoring and working with student organizations, and/or developing community relations.
- *Not yet on track for tenure but could meet standards for tenure with appropriate corrections*
- *Not on track for tenure*

TENURE AND/OR PROMOTION TO ASSOCIATE PROFESSOR REVIEW

According to the *Regents' Policies*, tenure may be awarded only to faculty members with at least a meritorious record in teaching, scholarship/creative work, and leadership 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. 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 recommendation for tenure based on excellence in teaching shall include multiple measures of teaching evaluation and demonstrated achievement at the campus, local, national, and/or international level which furthers the practice and/or scholarship of teaching and learning beyond one's immediate instructional setting. In the Department of Visual and Performing Arts, we identify the immediate instructional setting as the place where regular assigned teaching occurs. Thus, any teaching impact at the departmental, campus, or community level demonstrates impacts of teaching and learning beyond the candidate's immediate instructional setting. Criteria from Appendix B may also be considered or substituted.

During the review for Tenure and/or Promotion to Associate Professor, 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; teaching awards; student achievements in the arts; leading workshops and/or critiques at other educational institutions; 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.

SCHOLARLY/CREATIVE WORK

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 the review for Tenure and/or Promotion to Associate Professor, 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

LEADERSHIP AND 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.

During the review for Tenure and/or Promotion to Associate Professor, 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 REVIEW

Promotion to Full Professor in Visual Art is based upon evaluating the candidate's record, since receiving tenure, 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.

During the Promotion to Full Professor review, 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.

SCHOLARLY/CREATIVE WORK

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 the Promotion to Full Professor review, a candidate may receive a rating of:

- Excellent with two exhibitions/performances, per year with preferably at least one solo exhibition after receipt of tenure.
- Meritorious with one exhibition/performance per year after receipt of tenure.

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.

LEADERSHIP AND 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.

During the Promotion to Full Professor review, 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
- New course and curriculum development for visual art courses
- 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 (e.g., workshops, conferences, observations of peers' classroom techniques, etc.)
- Teaching contributions at another institution (at any level)
- 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.
- 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

- Course revision 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

College of Letters, Arts, and Sciences
Department of Visual and Performing Arts
Visual Arts RPT Criteria
Version History

Version 1: Initial Version

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