Department Fine Arts Standards for Contractual Evaluation

I. Departmental Overview

Faculty in the Department of Fine Arts contribute to the mission of the university in teaching, research/professional activity, and service to the university and the public. This is accomplished through personalized teaching, innovation in artistic research/presentation, and serving as catalysts for the betterment of the university as a whole, and its contributions toward regional social and cultural development.

II. General Considerations for all Contract Renewals, Tenure, and Promotions

General considerations for all Contract Renewals, Tenure, and Promotion are: successful and innovative teaching methods, including the creation of continuously updated syllabi; individualized student advising and oversight of experiential learning, internships, independent studies and student career development projects, according to the faculty member's availability; professional achievements which contribute to the advancement of knowledge in the applicant's main or allied field; and active participation in the continued growth of the university and the public it serves.

In Fine Arts, a Masters of Fine Arts is considered the terminal qualification. This may be in a specific field of research (i.e. MFA in Painting) for which the candidate was hired, or in an allied specialization, according to the needs of the Department of Fine Arts.

A. Teaching Effectiveness and Advising

The contract between the AFT and the Board of Trustees clearly outlines that strong, personalized and effective teaching is of foremost concern at UMass Dartmouth. The Department of Fine Arts has a long tradition of maintaining a strong, and professional faculty who are committed to pedagogical excellence in both the undergraduate and graduate programs. The main tools the Department employs for evaluating teaching effectiveness are peer review and student evaluations.

<u>Student Evaluation</u>
According to the contract between the AFT and the Board of Trustees, students evaluate every faculty member for every scheduled class, each semester, using a standard form approved by the Department of Fine Arts and administered in accordance with contractual guidelines. The FEC reviews these evaluations and notes the results in each evaluative category and each section reviewed.

The Department FEC gives substantially more credence to the student comment section of the evaluation form and not in the checklist, as it has occasionally found the results of the "checklist" portion of student evaluations to be misleading.

<u>Peer Review</u>
The Department's entire tenured faculty has ample opportunity to annually observe the effectiveness of their peers through scheduled undergraduate reviews of all Fine Arts majors in the sophomore, junior, and senior years of study. The faculty also reviews all fine art graduate students at mid semester and at the end of semester, and notes colleague attendance and contributions offered at this time.

Faculty meetings are scheduled at least once monthly in the Fine Arts Department. The spirit and amount of volunteerism for various (often unglamorous) duties of insufficient weight to be mentioned in the annual FEC reports is noted by the department Chair and faculty peers.

Because the faculty periodically rotate their teaching duties throughout the various levels of the Fine Arts program, the FEC has a good sense of what occurs at each level in regard to outcomes and objectives.

Other activities related to teaching are given consideration for peer review rating during the annual FEC meeting, and in meetings called specifically for the purposes of evaluating materials submitted for promotion, tenure and PYMR. The following are examples of such activities:

- Evidence of periodic updating of syllabus, assignments and activities
- Development of relevant new courses, or revamping of existing courses to meet the changing needs of the department
- Compilation and use of relevant visual resources exposing students to art and concepts pertinent to the curriculum
- Scheduled presentations by artists, lecturers and scholars from within or outside the University, as is relevant to classroom curriculum
- Scheduled field trips to exhibitions, museums, or cultural events to expose students to a wide variety of historic and contemporary art media
- Periodic exhibition of current student work in available exhibition spaces on or off campus
- The application of research into current knowledge, materials and technologies to the improvement of the curriculum
- Advising of undergraduate Fine Arts majors
- Performing advising duties for students transferring into the department of Fine Arts
- Serving as main Thesis Advisor to Fine Arts graduate students is expected, when appropriate
- Willingness to offer independent studies, directed studies, and other credit-bearing courses on an individual basis to enhance the educational experience of undergraduate and graduate students within the CVPA
- Serving on graduate thesis committees

B. Scholarship and Professional Activities

The Fine Arts Department believes that faculty who are actively engaged in their own creative work bring that enthusiasm, knowledge, expertise and experience directly into the classroom. This benefits the students immensely. All faculty, therefore, are expected to be active in their studio practice with the intent to produce significant and cohesive bodies of work, maintain active exhibition schedules, and make noteworthy contributions to the arts though studio work and/or related professional activity.

The department recognizes that there is no single path for all visual artists, therefore, when faculty choose to explore interdisciplinary or new media areas, annual evaluations will reflect acknowledgement of this exploration.

The activities listed below are some of those considered by the FEC in relation to the category of Scholarship and Professional Activity

<u>Exhibitions</u>

Solo exhibitions in commercial or non-profit venues
Regional exhibition venues both commercial and non-profit
Exhibitions in the major US and international cities
National and international juried exhibitions

Reviews/Publications
Book publication
Reviews of exhibitions or other professional notice in print and broadcast media
Images of faculty work reproduced through publication

Awards
Grants from public & private foundations
Commissions
Competitive Artist-in-Residence Awards
Addition of faculty work to public or private collections

Presentations
Lectures and presentations to the community/public
Demonstrations/Workshops

Other Professional Activities
Juror for exhibition or other arts-related event/program
Attendance and presentation at scholarly and professional conferences
Curatorial activities
Professional consultant
Office or position held in arts or education-related organization
Faculty acting as reviewer for books/publications

C. University Service

All tenured and tenure track faculty are encouraged to participate in the governance and decision-making processes within the department, college and university. The Department of Fine Arts values such service and as such expects faculty to participate in all three levels of committee work with commitment and innovation.

Departmental Level
On the departmental level, the standing committees are the FEC and the Curriculum Committee. Other committees and tasks are established within the department as needed. Substantial service on one or more committees, leadership in departmental needs, and the quality of this service will determine a faculty member's rating during evaluative actions.

College Level
On the College level, standing committees mandated by contract are the College Academic Council and the College Curriculum Committee. Other standing committees, such as the Graduate Committee and the Gallery 244 Exhibition Committee also offer opportunities for faculty service. In addition, many opportunities exist for faculty service through involvement in tasks (such as recruiting efforts) and membership in other committees/events that are college-wide and/or are mandated by the Dean or department Chairs.

University Level

On the University level, standing committees and organizations include The Faculty Senate, the University Curriculum Committee, the Faculty Federation, and the General Education Committee. Other faculty activities, such as assistance with various university-level offices and programs (such as the Advisement office), and other policy-making entities should be weighed within this level of service. The level of service should be evaluated by the nature of the service, as well as the amount of time/ number of meetings attended by the faculty member serving on these committees and/or service.

D. Public Service

The department of Fine Arts recognizes the value of public service and civic responsibility as outlined in the UMass-Dartmouth Mission and Vision Statement. Examples of public service would include, but are not limited to: participation in community affairs, pro bono consultation associated with one's area of professional or educational competence, and/or service related to the general precepts of literacy, education and related areas.

The following are standards for consideration by the Fine Arts FEC in addition to those outlined in "II. General Considerations for All Contract Renewals and Promotions" and annual faculty activities review.

III. Standards for 3rd and 4th Year Contract Renewal

A. Teaching Effectiveness and Advising

1. Excellent - To receive an ***Excellent*** rating in teaching effectiveness, the faculty member should receive an excellent rating in peer review. The student evaluations may on average be Excellent or Very Good.
2. Very Good - To receive a ***Very Good*** in teaching, the faculty should receive a very good peer review. The student evaluations may on average be Excellent or Very Good.
3. Satisfactory - To receive a ***Satisfactory*** in teaching, the faculty should receive a satisfactory peer review.
4. Unsatisfactory - An ***Unsatisfactory*** in teaching is rated when the above standards are not met.

B. Scholarship and Professional Activities

1. Excellent - To receive ***Excellent*** in the category of scholarship and professional activities, there should be evidence of rigorous and sustained studio work resulting in an active and varied exhibition record and other activities that point towards successful attempts to gain wider exposure. Faculty should submit visual images of a recent body of work at the time of evaluation.
2. Very Good - To receive a ***Very Good*** rating in this category, there should be evidence of rigorous and sustained studio work as well as evidence of exhibition activity.
3. Satisfactory - To receive a ***Satisfactory*** rating in the category, there should be evidence of rigorous and sustained studio work.
4. Unsatisfactory - An ***Unsatisfactory*** in this category is rated when the above standards are not met.

C. University Service

1. Excellent - To receive an ***Excellent*** in service to the University, the faculty member should demonstrate significant and substantial leadership at the Department, College, and/or University level. Service as the Chairperson of the Department, service as a division head, leadership as a chair of a committee, or substantial documented

involvement on an active departmental, college or university committee is considered to be the type of activity necessary to obtain an Excellent in this category.

2. Very Good - To receive a ***Very Good*** in service to the University, the faculty member should participate and document their activities on a number of active committees. Demonstrated leadership is encouraged. Faculty time investment in any of these activities is also key to the evaluation of the performance in determining this evaluative rating.
3. Satisfactory - To receive a ***Satisfactory***, the faculty member must attend departmental faculty meetings and participate with faculty in various other department or college activities.
4. Unsatisfactory - An ***Unsatisfactory*** in this category is rated when the above standards are not met.

D. Public Service

Public Service expectations are lighter for untenured faculty than for those in the rank of tenured faculty.

1. Excellent – sustained contributions to an external organization committed to the arts or education
2. Very Good – contribution to external organizations as described above
3. Satisfactory – membership
4. Unsatisfactory – failure to meet standards listed above

IV. Standards for 5th and 6th Year Contract Renewal

A. Teaching Effectiveness and Advising

1. Excellent - To receive an ***Excellent*** rating in teaching effectiveness, the faculty should receive an excellent rating in peer review. The student evaluations may on average be Excellent or Very Good.
2. Very Good - To receive a ***Very Good*** in teaching, the faculty should receive a very good peer review. The student evaluations may on average be Excellent or Very Good.
3. Satisfactory - To receive a ***Satisfactory*** in teaching, the faculty should receive a satisfactory peer review.
4. Unsatisfactory - An ***Unsatisfactory*** in teaching is rated when the above standards are not met.

B. Scholarship and Professional Activities

1. Excellent - To receive ***Excellent*** in the category of Scholarship and Professional Activities, there should be evidence of rigorous and sustained studio work resulting in an active and varied exhibition record and other activities that point towards successful attempts to gain wider exposure. Faculty should submit visual images of a recent body of work at the time of evaluation.
2. Very Good - To receive a ***Very Good*** rating in this category, there should be evidence of rigorous and sustained studio work as well as evidence of exhibition activity.
3. Satisfactory - To receive a ***Satisfactory*** rating in the category, there should be evidence of rigorous and sustained studio work.
4. Unsatisfactory - An ***Unsatisfactory*** in this category is rated when the above standards are not met.

C. University Service

1. Excellent - To receive an ***Excellent*** in service to the University, the faculty member

should demonstrate significant and substantial leadership at the Department, College, and/or University level. Service as the Chairperson of the Department, service as a division head, leadership as a chair of a committee, or substantial documented involvement on an active departmental, college or university committee is considered to be the type of activity necessary to obtain an Excellent in this category.

2. Very Good - To receive a ***Very Good*** in service to the University, the faculty member should participate and document their activities on a number of active committees. Demonstrated leadership is encouraged. Faculty time investment in any of these activities is also key to the evaluation of the performance in determining this evaluative rating
3. Satisfactory - To receive a ***Satisfactory***, the faculty member must attend departmental faculty meetings and participate with faculty in various other department or college activities.
4. Unsatisfactory - An ***Unsatisfactory*** in this category is rated when the above standards are not met.

D. Public Service

1. Excellent – leadership in the public service sector that has demonstrably advanced the profile and effectiveness of that service and/or organization
2. Very Good – a record of sustained and effective participation in organizations listed above
3. Satisfactory – a record of participation in community-based organizations as listed above
4. Unsatisfactory – failure to meet the above standard

V. Standards for Tenure and Promotion to Associate Professor

For an appointment as an Associate Professor, a candidate must possess the appropriate terminal degree and must have a record of achievement sufficient to have gained substantial recognition on and off campus from scholars or professionals in his or her field. In addition, the candidate must show promise for sustained personal and professional work.

A. Teaching Effectiveness and Advising

1. Excellent - To receive an ***Excellent*** rating in teaching effectiveness, the faculty should receive an excellent rating in peer review. The student evaluations may on average be Excellent or Very Good.
2. Very Good - To receive a ***Very Good*** in teaching, the faculty should receive a very good peer review. The student evaluations may on average be Excellent or Very Good.
3. Satisfactory - To receive a ***Satisfactory*** in teaching, the faculty should receive a satisfactory peer review.
4. Unsatisfactory - An ***Unsatisfactory*** in teaching is rated when the above standards are not met.

B. Scholarship and Professional Activities

1. Excellent - To receive ***Excellent*** in the category of scholarship and professional activities, there should be evidence of rigorous and sustained studio work resulting in an active and varied exhibition record and other activities that point towards successful attempts to gain wider exposure. Faculty should submit visual images of a recent body of work at the time of evaluation.
2. Very Good - To receive a ***Very Good*** rating in this category, there should be evidence

of rigorous and sustained studio work as well as evidence of exhibition activity.

3. Satisfactory - To receive a ***Satisfactory*** rating in the category, there should be evidence of rigorous and sustained studio work.
4. Unsatisfactory - An ***Unsatisfactory*** in this category is rated when the above standards are not met.

C. University Service

1. Excellent - To receive an ***Excellent*** in service to the University, the faculty member should demonstrate significant and substantial leadership at the Department, College, and/or University level. Service as the Chairperson of the Department, service as a division head, leadership as a chair of a committee, or substantial documented involvement on an active departmental, college or university committee is considered to be the type of activity necessary to obtain an Excellent in this category.
2. Very Good - To receive a ***Very Good*** in service to the University, the faculty member should participate and document their activities on a number of active committees. Demonstrated leadership is encouraged. Faculty time investment in any of these activities is also key to the evaluation of the performance in determining this evaluative rating
3. Satisfactory - To receive a ***Satisfactory***, the faculty member must attend departmental faculty meetings and participate with faculty in various other department or college activities.
4. Unsatisfactory - An ***Unsatisfactory*** in this category is rated when the above standards are not met.

D. Public Service

1. Excellent – leadership in the public service sector that has demonstrably advanced the profile and effectiveness of that service and/or organization
2. Very Good – a record of sustained and effective participation in organizations listed above
3. Satisfactory – a record of participation in community-based organizations as listed above
4. Unsatisfactory – failure to meet the above standard

VI. Standards for Promotion to Professor

These standards apply to faculty who gained the rank of Associate Professor after May 31, 2009.

For an appointment as a Professor, a candidate must possess the appropriate terminal degree, or equivalent experience; and must have a record of achievement sufficient to have gained substantial recognition on and off campus from scholars and professionals in his or her field; *and must show <u>significant potential</u> for continuing professional achievement.*

Promotion to the rank of Professor is based upon the understanding that achievements in the areas of teaching effectiveness, scholarship, practice and professional activities, and service will be at a higher level than the expectations for tenure and promotion to the rank Associate Professor. Decisions regarding promotion to the rank of Professor as well as external reviews by peers in the field, will be made be made on the basis of indicators of quality and excellence determined by the departments.

A. Teaching Effectiveness and Advising

Candidates for promotion to the rank of Professor shall have demonstrated a sustained and continuing record of effective teaching of the applied skills and concepts on the undergraduate

and graduate levels in their respective areas of specialization. Evidence may include student evaluations, peer review, updating syllabi, course development, participation is scheduled reviews and exhibitions of student work. Advising will be evaluated the ongoing success in advising and mentoring undergraduate and graduate student research and practice.

1. Excellent - To receive an ***Excellent*** rating in teaching effectiveness, the faculty should receive an excellent rating in peer review. The student evaluations may on average be Excellent or Very Good.
2. Very Good - To receive a ***Very Good*** in teaching, the faculty should receive a very good peer review. The student evaluations may on average be Excellent or Very Good.
3. Satisfactory - To receive a ***Satisfactory*** in teaching, the faculty should receive a satisfactory peer review.
4. Unsatisfactory - An ***Unsatisfactory*** in teaching is rated when the above standards are not met.

B. Scholarship and Professional Activities

Candidate for promotion to the rank of professor shall have demonstrated a sustained and continuing record of contributions to the growth and dissemination of knowledge in their respective area of specialization. Evidence may include solo and group exhibitions, book publication, reviews of exhibitions, work reproduced through publication, competitive awards, commissions, grants, inclusion in public and private collections, attendance at and presentation of lectures and demonstrations, juror for exhibitions, professional consultation, office or position held in art related organizations. Faculty or professionals external to the university who are experts in the respective field will review the candidate's artwork or scholarship.

1. Excellent - To receive ***Excellent*** in the category of scholarship and professional activities, there should be evidence of rigorous and sustained studio work resulting in an active and varied exhibition record and other activities that point towards successful attempts to gain wider exposure. Faculty should submit visual images of a recent body of work at the time of evaluation.
2. Very Good - To receive a ***Very Good*** rating in this category, there should be evidence of rigorous and sustained studio work as well as evidence of exhibition activity.
3. Satisfactory - To receive a ***Satisfactory*** rating in the category, there should be evidence of rigorous and sustained studio work.
4. Unsatisfactory - An ***Unsatisfactory*** in this category is rated when the above standards are not met.

C. University Service

Candidates for promotion to Professor shall have demonstrated leadership through participation in institutional service to the university that includes work at the department, college or university level that often involves working within the governance bodies or communities that promote the mission and strategic planning of the institution. In such cases the quality the quality of service will be evaluated on the basis of the nature of the governance body of the committee involved, time commitment, and leadership.

1. Excellent - To receive an ***Excellent*** in service to the University, the faculty member should demonstrate significant and substantial leadership at the Department, College, and/or University level. Service as the Chairperson of the Department, service as a division head, leadership as a chair of a committee, or substantial documented involvement on an active departmental, college or university committee is considered to be the type of activity necessary to obtain an Excellent in this category.

2. Very Good - To receive a ***Very Good*** in service to the University, the faculty member should participate and document their activities on a number of active committees. Demonstrated leadership is encouraged. Faculty time investment in any of these activities is also key to the evaluation of the performance in determining this evaluative rating
3. Satisfactory - To receive a ***Satisfactory***, the faculty member must attend departmental faculty meetings and participate with faculty in various other department or college activities.
4. Unsatisfactory - An ***Unsatisfactory*** in this category is rated when the above standards are not met.

D. Public Service

Community/public service may involve use of professional knowledge and experience to benefit individuals, businesses, non-profit organizations, governmental agencies or units other than UMass Dartmouth, by providing instruction, applied research, technical expertise, or other assistance to these entities.

1. Excellent – leadership in the public service sector that has demonstrably advanced the profile and effectiveness of that service and/or organization
2. Very Good – a record of sustained and effective participation in organizations listed above
3. Satisfactory – a record of participation in community-based organizations as listed above
4. Unsatisfactory – failure to meet the above standard

Approved by Department of Fine Arts May 2009