

DEPARTMENT OF ART
Retention, Promotion, and Tenure Criteria Elaborations

The Department recognizes and endorses the dual teacher-scholar/creative artist role of California State University, Stanislaus Art Department faculty. Exemplary teaching is recognized as the primary consideration in Retention, Promotion and Tenure (RPT). In addition, scholarship and creative endeavors are also considered a very important aspect of RPT especially as it contributes to the goal of excellence in teaching.

I. Teaching Proficiency

The following factors may be considered in evaluating each individual's continuing development as a teacher. This list is not exclusive.

- A. Performance of traditional classroom responsibilities.
- B. Creative and/or innovative teaching including new technologies and methodologies.
- C. Quality of the courses taught.
- D. New courses taught or revision of existing courses.
- E. Maintenance of high academic standards in delivery and content.

Categories of Evaluation

- A. University-wide mandated student evaluation of teaching.
- B. Student input.
- C. Other recognized categories of evaluation are utilized as appropriate by the department RPT Committee and department Chair.
- D. Occasional Peer classroom visitation with prior arrangement.

II. Scholarship/Creative Activities

Evidence of continuing and energetic creative and scholarly endeavors is expected of both visual artists and art historians in order to warrant retention, promotion and tenure.

Endeavors in this category consist of two distinctly different approaches which necessitates different criteria and methods of evaluation. In keeping with this, the two are broadly defined and typical enterprises for each are listed.

- A. Visual artists are engaged in the creation of original works of art. Works of creative activity may include, but are not limited to; paintings, sculptures, prints, artists' books, any material of conceptual form, photography, time-based media, public art, drawings, multiples, performances, installations and electronic media. Visual artists may acquire and assimilate information as part of the creative process, but the results can be very different forms than those of scholars or other artists. Results of creative activity may include exhibitions, in traditional spaces as well as exhibitions held on-line and in other alternative spaces, described as follows:
 - 1. One-person exhibitions;
 - 2. Two-person, three-person or four-person exhibitions;
 - 3. Group exhibitions (more than four persons);
 - 4. Public art commissions (solo or group);
 - 5. Private commissions (solo or group);
 - 6. Public presentations (slide lectures, gallery talks, etc.);

7. Public presentation of performance art work;
8. Grants, awards and other honors;
9. Acceptance into competitions;

These endeavors may take place on several levels (e.g. local, regional, national and international). Additionally, these endeavors may occur in a range of institutions including non-profit museums and galleries as well as commercial galleries. Visual artists may also engage in scholarly activities of the sorts listed below with regard to art history. Such endeavors are to be regarded as a legitimate part of their professional activities.

B. The pursuit of scholarship is an essential aspect of the professional development of art historians. Scholarly works may be published on-line or in traditional media, and may include the following:

1. Publication of books or monographs;
2. Publication of articles;
3. Publication of chapters in books;
4. Publication of exhibition catalogs;
5. Other publication, e.g. review, catalog essay, encyclopedia article, etc.;
6. Curating and organizing or other involvement in exhibitions;
7. Presentations of papers at scholarly meetings;
8. Other public presentations;
9. Grants, awards and other honors;
10. Service to professional organizations;
11. Consulting for museums, auction houses or other professionally recognized organizations.

These endeavors may take place on several levels (e.g. local, regional, national, and international).

C. The department is the ultimate authority in evaluating research and creative activity.

1. The numerical order of the above lists is not to be understood as a ranking.
2. Generally, the quality of gallery, museum, press, etc. will be taken into consideration.
3. In the case of visual artists, the evaluation of creative art is susceptible to fluctuations in taste and appraisal.
4. Peer review should include but are not restricted to slides, DVDs, catalogs, off prints, digital prints and reviews etc.

III. Professional Preparation

Normally, the candidate will not be recommended for tenure or promotion without the terminal degree (MFA for visual artists, PH.D. for art historians).

IV. Participation in University Affairs

Participation in area A. is required of each member of faculty. Additionally, members of faculty should participate in affairs of the Department, College, University and the Community in areas B., C., and/or D.

- A. Participation in the life and governance of the Department, College and the University.
- B. Participation in additional administrative service to the Department.
- C. Participation in the community by providing professional skills as a service to the community in manner that also benefits the Department and/or the University.
- D. Participation in arts and/or scholarly organizations by serving on the boards of such organizations in a manner that also benefits the Department and/or the University.