Statement of Purpose
This document establishes departmental research, scholarship, and creative activity criteria (RSCA), with regards to quality and quantity of creative and scholarly activity as performed within the various disciplines represented within the Department of Art: fine art, applied art, and art history. These departmental criteria are to be used in evaluating applications for Tenure and Promotion.

This document is designed to supplement the guidelines for Tenure and Promotion as established by the University in the following Administrative Rules and Procedures:

12.01.99.R0.01 Academic Freedom, Tenure, and Responsibility
12.01.99.R0.02 Annual Evaluation of Faculty
12.01.99.R0.03 Faculty Promotion
12.03.99.R0.01 Faculty Workload

The Department of Art accepts the College Art Association’s general guidelines for promotion and tenure in the disciplines of art, design, and art history as they pertain to institutions of higher education. (http://www.collegeart.org/guidelines/ for art historians and http://www.collegeart.org/guidelines/tenure2 for art and design faculty) This means policies must reflect the realities of particular colleges and universities, including considerations such as teaching load; class size; availability, quality, and administration of visual resources; undergraduate and/or graduate-level teaching assignments; service responsibilities; terminal graduate degrees in the visual arts offered by an institution.
10/12/2016

Statement of Principle
Faculty members employed by the University are under contractual obligation to perform within the three areas of Teaching, RSCA, and Service. While recognizing that in annual evaluations relative weights are established for these three areas, for the purposes of promotion review and tenure review the Department of Art requires that faculty meet the minimum standard of a weight of 40-10% for RSCA. As stated in Policy 12.01.99.R0.02, “While assigning relative weights for three areas of functioning, department faculty should remember that lower weight for RSCA in the annual evaluation may disadvantage them in the long run when they are evaluated for promotion, tenure, and post tenure review.” Although Annual Reviews should reflect a fair evaluation of a faculty member’s contributions to the department and the university in the areas of teaching, RSCA, and service, reviews for promotion and tenure are viewed as being more that the accumulation of the annual reviews. A review of the entire probationary period can demonstrate levels of activity and commitment that might not be as evident when productivity is considered in the annual review format. There is a relationship between all three areas: a reduction of production in one area must result in an increase in another area. For example: if a faculty member selects a ratio of 70% Teaching, 10% RSCA and 20% service, that they will have to increase their teaching contact hours 16.8 to justify the increase in the teaching category.

The Department of Art considers continuous creative and scholarly productivity to be essential in maintaining the professional profile of the Department of Art and the credibility and currency necessary to effectively teach undergraduate and graduate students. When a faculty member applies for promotion or tenure, the record of achievement that is sent forth from the Department of Art in support of that application to the College of Arts and Sciences Tenure and Promotion Review Advisory Committee, the Dean, the Provost, and the President, must reflect high standards and the recognition that our activities as professional artists and scholars advances knowledge and informs our performance as teachers of art and art history.

The Department of Art will not recommend anyone for promotion to the rank of Associate Professor, or Tenure, whom it does not consider an effective teacher and who has not demonstrated the ability to expand significantly the horizons of his or her special field of interest through scholarly research and dissemination. A faculty member’s skill as an adviser and the participation in interdisciplinary instruction will, if applicable, also be taken into account in the evaluation of teaching. Excellence in teaching and research are therefore considered equally necessary, with both being important. A candidate’s continuing and effective service to the department, the university, the community, and the profession will also be taken into account by the department, but it is not anticipated that service will ever be accepted as a substitute for excellence in both teaching and research. Awarding of tenure and the advancement through the academic ranks should be based on continuous productivity throughout the professional career of the faculty member. A record of significant RSCA productivity during the probationary period must be established for the Department of Art and the University to consider making the long-term commitment to the faculty member that the awarding of tenure represents.

This document will also be used as a guideline for annual evaluations with the expectation that each faculty member will strive to attain at least one significant RSCA accomplishment for each year.
Tenure Advisement Committee

Mission: The purpose of the Tenure Advisement Committee (TAC) is to provide tenure-track faculty members with informal feedback from multiple tenured faculty members within the department in a relaxed setting. Feedback on tenure-track faculty’s accomplishments and possible suggestions towards their future success as well as an opportunity to have questions answered is the goal.

Membership: The committee is composed of all tenured faculty in the department. Additionally, tenured faculty members assigned as mentors will serve as TAC chairs. Tenure-track faculty not assigned a mentor may have one appointed by the department head.

Responsibilities, Chair: In the fall of the tenure-track faculty member’s first year, the TAC Chairs will form their committees and coordinate a meeting by the end of the first semester. Subsequent TAC meetings will take place once during the fall semester and once during the spring semester. The timing of these meetings is to be decided upon by the Chair. Formal written feedback from these meetings can be requested by the tenure-track faculty member at the conclusion of the meeting.

Responsibilities, Tenure-Track Faculty: Tenure-track faculty members will prepare their RSCA progress presentation of materials in a manner of their choosing providing an electronic summary to the chair one week prior to the meeting for distribution to the committee members.

Responsibilities, Department Chair: After the evaluations by the entire tenured faculty, the department chair compiles the information and writes a letter for the candidate’s file, that is also forwarded to the dean. That letter will be shared with the candidate and the TAC chair.

Calendar:
First year: TAC meeting by end of fall semester
Second year and subsequent years: One TAC meeting during fall semester and one committee meeting during spring semester
Quality
It is expected that the RSCA activity generated by a faculty member will be of sufficient quality that it will receive affirmative exposure in the professional art world and will be able to make a contribution to the advancement of the dialogue in the particular discipline. The most meritorious means or venues for exposure of Department of Art faculty members’ RSCA activity will vary from discipline to discipline.

To be considered for tenure, a faculty member must be actively engaged in seeking exposure on the regional, national, and international level through participation at conferences, publications, applied professional practice, artists residencies, fellowships, juried exhibitions, curated exhibitions, and invited solo or two person exhibitions. For those faculty engaged in studio and applied activity, a CD or electronic record should accompany the narrative that contains visual documentation of all work completed during the probationary period and all work still in progress during the probationary period. This visual documentation should be organized by calendar year to establish the consistency of the faculty member’s creative practice. This supplements the exhibition record as all work completed during a particular year may not be exhibited/reviewed/published during that year. In the case of faculty engaged in scholarly research, a document should be prepared that lists work completed, work in progress, work under review, and work published or presented at professional meetings, on a year-by-year basis for the time period under review.

It is recommended that, in addition to submitting a list of RSCA activities, a narrative be furnished that provides detailed information that will be helpful in evaluating RSCA activities that the faculty member engaged in that have not yet resulted in finished work. Given that the time and rates of acceptance vary, that the range in quality and contribution to the field is considerable and the amount of effort to prepare a manuscript or artwork for presentation, publication, or exhibition varies, the department cannot specify a minimum number of works, exhibitions, papers, or publications that the faculty member must produce.
Quantity
The Dean’s Council has mandated six peer-reviewed publications during the six-year probationary period as a measure of RSCA activity sufficient for the granting of tenure. The Department of Art establishes the standard of a minimum of six significant RSCA activities as being the equivalent. In the Department of Art, this standard may be met by accumulating the minimum of six activities and/or publications from RSCA activities that are ranked as Tier One, Tier Two, or Tier Three. However, at least two of the six RSCA activities must be from Tier One. In all cases, full documentation of each activity is required.

The RSCA tier ranking criteria has been established by the Department of Art as the standard in the evaluation of RSCA accomplishments in fine art, applied art and art history. This ranking criteria remains in place as the definitive reference in establishing a hierarchy of RSCA achievement used in annual evaluations for studio art, applied art and art history. This ranking criteria is subject to review by the Art Department Tenure and Promotion Committee every two years. “Scope” is defined in the departmental RSCA document as follows:

Internationally Recognized Excellence
Nationally Recognized Excellence
Regionally Recognized Excellence
State Recognition (Larger Metropolitan Areas – Dallas, Houston, Austin, San Antonio)
Local Recognition (Tyler, Waco, Longview)
Community Recognition (Commerce, Texas A&M University-Commerce)

RSCA activities designated as Tier One represent the highest level of professional performance and recognition and therefore must be associated with prestigious exhibition venues, publishing houses, collections, visiting artist and guest lecturer opportunities, art colony and residency programs, respected fellowships, and participation in professional organizations and conferences that have established and verifiable reputations of, at a minimum, regional recognition, and preferably national and international scope.

RSCA activities designated as Tier Two represent a high level of professional performance and recognition by venues and organizations with at least a statewide reputation.

RSCA activities designated as Tier Three represent an acceptable level of professional performance and recognition by venues and organizations with a local reputation.

The examples of RSCA activities ranked below do not constitute an exhaustive listing. Rather it should be considered as a guideline. Applicants for tenure and promotion must submit documentation that will allow the Department of Art Promotion and Tenure Committee to verify the appropriate Tier for specific activities.
Tier Categories for RSCA in Fine Art

Tier One:

Exhibitions
- Solo (or two person) exhibition at a Museum, Gallery, or Academic Institution (4 year) with at least regional exposure.
- Inclusion in an Invitational group exhibition that receives national/international exposure at a prestigious venue (Museum, Gallery, or Academic Institution (4 year). Credentials of curator must be documented.
- Inclusion in a Juried group exhibition that receives national/international exposure at a prestigious venue (Museum, Gallery, or Academic Institution (4 year). Credentials of juror must be documented.

Publications with at least regional exposure (Work featured)
- Publication of a monograph about the artist.
- Acceptance and inclusion of work published in a Exhibition Annual, Biannual or Biennial with at least regional exposure
- Inclusion of work in publications with at least regional exposure (for example, international or national news organizations)

Publications with at least regional exposure (Articles Authored)
- Publication of a monograph documenting a major body of work. (May not be self-published)
- Publications with at least regional exposure (for example, international or national news organizations)

Curator of a major arts exhibition
- Professional or student exhibition in prestigious (at least regional) venue. (public, corporate, museum or four year academic institution)

Grant/Fellowship/Residencies
- Grant or fellowship received from an institution of regional, national or international scope
- Competitive admittance to an artist colony or residency program holding at least a national reputation.

Inclusion of work in recognized public, corporate, or private art collection.
Tier Categories for RSCA in Fine Art

Tier Two:

Exhibitions
- Solo (or two person) exhibition at an Academic Institution (2 year) or Non-profit or community exhibition space of at least the state level.
- Inclusion in an Invitational group exhibition at a Museum, Gallery, Academic Institution (4 year) of a scope exceeding the local level.
- Inclusion in a Juried group exhibition at a Museum, Gallery, Academic Institution (4 year) of a scope exceeding the local level.

Publications with at least state-wide exposure (Work featured)
- Acceptance and inclusion of work published in a Exhibition Annual, Biannual or Biennial with at least state exposure
- Inclusion of work in publications with at least state exposure (for example, regional, state, or local news organizations)

Publications with at least state-wide exposure (Articles Authored)
- Publications with at least state exposure not listed (for example, regional, state, or local news organizations)

Featured Speaker
- Featured speaker at a national/international conference.
- Speaker at a significant lecture series at a prestigious venue.

Juror of an exhibition at a Museum, Gallery of Academic Institution of at least state scope.

Panel participant at a conference of at least statewide scope.

Visiting artist at an institution of at least state scope.

Grant/Fellowship/Residencies
- Grant or fellowship received from an institution of at least state scope.
- Competitive admittance to an artist colony or residency program holding at least a statewide reputation.

Inclusion of work in recognized public, corporate, or private art collection of at least statewide reputation.
Tier Categories for RSCA in Fine Art

Tier Three:

Exhibitions:
- Solo (or two person) exhibition at a venue of local scope.
- Inclusion in an Invitational or Juried exhibition at a venue of local scope.

Publications with at least local exposure (Work featured)
- Example: Local newspapers
- Example: Local news organization
- Example: Local magazines
- Example: Campus publications
- Inclusion of work in publications with local exposure not listed
- Acceptance and inclusion of work published in a Exhibition Annual, Biannual or Biennial with local exposure

Publications with at least local exposure (Articles Authored)
- Example: Local newspapers
- Example: Local news organization
- Example: Local magazines
- Example: Campus publications
- Other local publications not listed

Juror of an exhibition at a venue of local scope.

Featured Speaker
- Local conference featured speaker
- Featured lecturer at a two-year academic institution
- Panel participant at a conference with at least local scope

Grant/Fellowship
- Grant or fellowship received from an institution of local scope.

Inclusion of work in public, corporate, or private art collection of local scope.
Tier Categories for RSCA in Applied Art

Tier One:

Publications with at least regional exposure (Work featured)
- Example: Communications Arts Magazine
- Example: Print Magazine
- Example: ID Magazine
- Example: International or national news organization
- Example: AIGA 365; Year in Design
- Acceptance and inclusion of work published in a Design Exhibition Annual, Biannual or Biennial with at least regional exposure
- Inclusion of work in other publications with at least regional exposure not listed

Publications with at least regional exposure (Articles Authored)
- Example: Communications Arts Magazine
- Example: Print Magazine
- Example: ID Magazine
- Example: International or national news organization
- Example: CMYK Magazine
- Other publications with at least regional exposure not listed

Curator of a major applied arts exhibition
- Professional or student exhibition in prestigious (at least regional) venue. (public, corporate, museum or four year academic institution)

Exhibitions
- Solo (or two person) exhibition in prestigious (at least regional) public, corporate, museum or four year academic institution
- Inclusion in Invitational group that receives national/international exposure at a prestigious venue (public, corporate, museum or four year academic institution)
  Credentials of curator must be documented
- Inclusion in Competitive group that receives national/international exposure at a prestigious venue (public, corporate, museum or four year academic institution)
  Credentials of Juror must be documented

Clients
- Freelance work for clients with at least regional exposure

Grant
- Grant received from an institution of regional, national or international scope
Tier Categories for RSCA in Applied Art

Tier Two:

Publications with at least state-wide exposure (Work featured)
- Example: Rough Magazine (DSVC)
- Example: Regional, state or news organization
- Inclusion of work in Design publications with regional, state or local exposure not listed
- Acceptance and inclusion of work published in a Design Exhibition Annual, Biannual or Biennial with regional, state or local exposure

Publications with at least state-wide exposure (Articles Authored)
- Example: Rough Magazine (DSVC)
- Example: Regional, state or local news organization
- Other publications with regional, state or exposure not listed

Featured Speaker
- International Design Conference featured speaker
- Speaker at a significant lecture series at a prestigious venue
- Featured lecturer at a four-year academic institution
- Panel participant at an international or national academic institution
- Panel participant at an international or national professional show

Juror of major applied arts exhibition of at least statewide scope

Exhibitions
- Solo (or two person) exhibition in prestigious (at least statewide) public, corporate, museum, Non-profit or four year academic institution
- Inclusion in Invitational group that receives at least statewide exposure at a prestigious venue (public, corporate, museum, Non-profit or four year academic institution)
- Inclusion in Competitive group that receives at least statewide exposure at a prestigious venue (public, corporate, museum, Non-profit or four year academic institution)

Clients
- Freelance work for clients with at least statewide exposure

Grant
- Grant received from an institution of at least statewide scope

Professional Organizations (Organizing Conference)
- At least regional scope
Tier Categories for RSCA in Applied Art

Tier Three:

Publications with at least local exposure (Work featured)
- Example: Local newspapers
- Example: Local news organization
- Example: Local magazines
- Example: Campus publications
- Inclusion of work in Design publications with local exposure not listed
- Acceptance and inclusion of work published in a Design Exhibition Annual, Biannual or Biennial with local exposure

Publications with at least local exposure (Articles Authored)
- Example: Rough Magazine (DSVC)
- Example: Local newspapers
- Example: Local news organization
- Example: Local magazines
- Example: Campus publications
- Other local publications not listed

Featured Speaker
- Local design conference featured speaker
- Featured lecturer at a two-year academic institution
- Panel participant at a conference with at least local scope

Juror of major applied arts exhibition of at least statewide scope
- Judging work for a professional exhibition at the local level
- Judging work for a academic institution at local level
- Judging work for a local corporation or business at the local level

Exhibitions
- Group exhibition at a local level
- Inclusion of work in a recognized public, corporate, or private venue at the local level
- Inclusion of work in an exhibition at the local level

Clients
- Local

Grant
- Grant received from an institution of local scope

Professional Organizations
- Local
Tier Categories for RSCA in Art History

Tier One:
- Publications of books or monographs
- Publication of peer-reviewed articles, print or online
- Publication of chapters in edited collections or anthologies, print or ebook
- Curating exhibitions for national or regional museums
- Publication of Exhibition Catalogue
- Presentation at International or National Conference
- Recipient of International or National fellowship, grant, or honor
- Featured or invited speaker at a national or international prestigious venue
- Competitive admittance to an artist colony or residency program holding at least a national reputation.
- Juror of an exhibition at a Museum, Gallery of Academic Institution of International or National scope.

Tier Two:
- Publication of art criticism in magazine or journal, print or online
- Curating exhibitions for smaller museums or galleries
- Editing of publications, print or online
- Presentation at Regional Conference
- Recipient of Regional fellowship, grant, or honor
- Featured or invited speaker at a regional venue
- Competitive admittance to an artist colony or residency program holding at least a regional reputation.
- Juror of an exhibition at a Museum, Gallery of Academic Institution of at least state scope.

Tier Three:
- Publication of book reviews, encyclopedia entries, descriptions of works in exhibitions, museum labels, blog entries, etc.
- Presentation at Local Conference
- Recipient of Local fellowship, grant, or honor
- Featured or invited speaker at a local venue
- Juror of an exhibition at a Museum, Gallery of Academic Institution of local scope.