

PROFESSIONAL ACTIVITY CRITERIA FOR TENURE AND PROMOTION IN THE VISUAL ARTS

Faculty members in the visual arts include those working in painting, sculpture, printmaking, digital imaging, performance, video, photography and social practice, or in a combination of these areas.

In addition to exhibiting art, visual artists may pursue work that encompasses curatorial projects, refereed publications, Web projects, consultancies, and collaborative work with other artists, designers, critics, and scientists, among others.

The professional responsibility of the visual artist in an academic setting is to produce original and innovative work. The candidate must have a record of accomplishment that is highly regarded in his or her field and has attained national distinction. The creative activity/research should display merit, depth, and originality and contribute to a particular field of study and to the discipline as a whole.

The primary criterion for the evaluation of a studio faculty member's work is his/her record of exhibitions and such comparable activities as artist residencies and public performances. The exhibition of creative work is to be regarded as analogous to publication in other fields.

These exhibitions should take place at professional venues that are appropriate to the artist's work. Though these exhibitions may be in connection with traditional venues such as galleries, museums, non-profit arts centers, university galleries, and artist defined spaces, contemporary artistic practice frequently extends to activities such as public performance, community-based public art, new media platforms, and curatorial projects.

For the purposes of evaluation for tenure and promotion, exhibitions of creative work in different venues constitute unique separate events, regardless of whether each exhibition contains new or pre-existing work.

The faculty member shall provide evidentiary documentation of his/her exhibition record (announcements, reviews, press releases, and or other documentation). In sum, the candidate must articulate and contextualize the importance of all aspects of the creative practice, bearing in mind that further qualitative evaluation will be requested from external reviewers. Where demonstration of the record is across several areas of creative activity, the candidate must articulate the interrelationship of these activities and show how they aggregate to meet the requirements for tenure.

Each of the exhibitions or comparable activity can be ranked as *international, regional or local*, and should be weighted in descending order. International exhibits generally are held outside the country but could include venues in major American metropolitan areas, such as New York, Los Angeles, Chicago, and Miami, where international exposure routinely occurs. National exhibitions are those that take place in national arts centers and museums, galleries, and other venues. Regional exhibits occur in regional arts centers, galleries and venues. Local exhibitions would include the galleries within the broader local community, such as the Lehigh Valley.

Artist residencies, grants, fellowships, lectures, commissions and awards are further evidence of accomplishment in the field. Invitations to conduct workshops, participate on panels, and to contribute to published works are to be acknowledged as well.

To attain tenure, a candidate in studio art should demonstrate a record of consistency and professional growth that clearly demonstrates recognition at the national level. The record of creative work should demonstrate the promise of sustained studio or artistic practice (professional growth); excellence in creative work; and the potential for international or national recognition in the particular disciplines.

Because art often embodies protest, social critique, satire and contentious subjects, freedom of expression and artistic inquiry must be protected. At no time should potentially controversial subject matter be used against the candidate in the evaluation of his/her creative work.

COVID-19 Disruptions:

The department recognizes that the disruptions caused by the COVID-19 pandemic may significantly impact an individual faculty member's scholarly and/or creative activities during the pandemic and for some amount of time after normal College operations are resumed, depending on the nature of the research. It will be the responsibility of the faculty member under review to describe the negative impacts of the pandemic on their scholarship/creative activity and the responsibility of the department to consider those impacts during reviews of the individual's scholarship file.