

Tenure Policy: Department of Art & Art History
College of Arts & Sciences
Baylor University

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This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for tenure candidates in the Department of Art & Art History.

Teaching: Our undergraduate curricula promote inquiry-based learning, encourage risk-taking and independent thinking, nurture the creative spirit, and pursue opportunities to improve the environment in which we live. Students develop an appreciation and understanding of the ways in which art can communicate, intersect with matters of society and culture, contribute to an aesthetic perspective on the world, and convey important elements of particular societies. Students achieve an ability to communicate effectively and think critically about the various aspects of visual art and its history. Studio students develop and execute concepts within a learned medium conveying meaning and context to their audience.

Effective teaching invites students to participate in the process of learning and challenges them to transcend all self-imposed parameters of personal ability. It cannot succeed in the absence of the essential tools of the trade, such as highly developed organizational, presentation and communication skills; genuine interest in and compassion for a faculty member's students; the ability to critically evaluate all aspects of the educational process; and a sound working relationship with a faculty member's colleagues. The instructor's ability to clearly articulate criteria, processes, and expectations; the use of a wide range of resources and activities to familiarize students with necessary information and applications, and as much individual interaction with students as possible are all critical elements of the successful educational environment.

Tenure candidates in the Department of Art & Art History must demonstrate excellent classroom teaching as indicated by:

- Internal peer evaluation;
- Student evaluations;
- Student work in studio and art history courses (displays, exhibitions, internships, URSA and conference presentations, etc.).

Research: Tenure candidates in the Department of Art & Art History must demonstrate that they are performing research at a level comparable to Departments of Art & Art History at R1 universities.

The Art History tenure candidate must

- Publish at a minimum 3-4 peer-reviewed articles (including one in a top journal), chapter-length contributions to important multi-authored edited works, and/or substantial contributions to international/national exhibition catalogues OR have at a minimum one book, with an academic press, published or in press.

The Studio Art tenure candidate must:

- Have a minimum of ten refereed exhibitions (each including at least one work accepted) at international or national levels. At least two of these exhibitions must be placed in top venues in the field. One work of art may be included in more than one refereed exhibition. Invitational exhibitions are not refereed.

The Graphic Design tenure candidate must:

- Have a professional design practice with project/client work; **and/or** creative work for exhibition, publication, competitions; **and/or** authoring professionally-related, peer-reviewed books and articles. All creative work will have peer review equivalent to studio art and/or art history expectations. The candidate may combine the above creative practices to establish a track record of peer-reviewed scholarship, and achieve a national/international reputation.

External Funding. Although not required, seeking external funding (processed by the Office of Pre- and Post-Award Administration) is strongly encouraged to support research. Private foundations, federal grants, and funded

residences/fellowships enhance one's research agenda and expose the research to the broader academic community, as well as contributing to University R1 goals.

Service: Candidates must perform service to the department, the university, and the discipline. This includes:

- Involvement in departmental, college, and university service;
- Involvement in professional field service;
- Involvement in community service;
- Active membership in a church or synagogue.

Interpersonal Relationships: Candidates for tenure must be supportive of Baylor's distinctive Christian mission and goals. They must be actively involved in the life of the department, exhibiting at all times charity and courtesy towards students, staff, colleagues, and others.

Departmental Procedures for Tenure: The tenure candidate must consult *Tenure Procedures in the Department of Art & Art History* that supplements this policy.

University Policies and Procedures Governing Tenure: The Provost's website includes a page devoted to *Policies related to employment with Baylor*, <https://www.baylor.edu/provost/index.php?id=948441>, which contains useful links related to tenure. Specific policies regarding the tenure process are governed by *BU-PP 704*, <https://www.baylor.edu/content/services/document.php?id=287054>. Tenure procedures, including information on tenure reviews and preparing the tenure dossier are detailed in the document *Tenure Procedures* <https://www.baylor.edu/content/services/document.php/63911.doc>