

**Keene State College**  
**Promotion and Tenure Standards for Art Department Faculty**

The Art Department adheres to the Evaluation Procedures outlined in Article VIII of the 2009–2011 Collective Bargaining Agreement and the DPEC Procedural Guidelines outlined in the 2010–2011 KSC Faculty Handbook.

**TEACHING EFFECTIVENESS**

Evidence of teaching effectiveness may include, but is not limited to:

- Evidence of student learning; effective communication with students; effective use of class time; encouragement of responsible, independent, analytic, or creative thought by students; academic demands appropriate for the level of the course; fair, careful, and prompt evaluation of student work; organization of materials; response to differences in student goals, strengths and weaknesses, and learning styles; demonstration(s) of comprehensive, extensive, and current knowledge of subject areas
- Classroom observations by peers
- Thoughtful reflection on teaching effectiveness and careful consideration of student evaluations
- Creating and teaching new classes
- Creative and effective use of technology to enhance learning objectives
- Willing, conscientious, and effective academic advisement
- Creating additional learning opportunities through invitations to internships, study abroad programs, and independent studies

**SCHOLARSHIP AND RELATED PROFESSIONAL ACTIVITY**

The Art Department recognizes and supports the wide variety of scholarship that Art faculty engage in and the range of professional venues that are available for the dissemination of creative/critical research production. Each faculty member is unique in how they choose to pursue, create, and distribute scholarly work. Therefore, by design, we allow for flexibility and adaptability within our evaluation criteria for scholarship.

In general all items are considered in level of competitiveness from local to international. Evidence of scholarship and related professional activity may include, but is not limited to:

**For Studio Art and Graphic Design faculty:**

Regional, national, and internationally based creative productions, exhibitions, and performances, publications including but not limited to:

- Invitational solo or group exhibitions

- Juried (peer reviewed) exhibitions or competitions
- Creative/design collaborations with other professionals within field
- Client-based design and studio work
- Commissions of design or studio work
- In-progress creative scholarship and engagement with documentation
- Curatorial activities with or without written publication
- Publications in scholarly books and professional journals both in print and online
- Exploration, study, and mastery of new technologies or mediums to further one's area of professional research

Active participation in advancement of professional field of scholarship:

- Engagement in professional organizations via membership, conference attendance, positions on governing boards, editorial reviewer
- Study and consultative advisement with professional associations and academic institutions

Awards for creative projects or scholarship, including:

- Grants and fellowships for production of creative research, travel, artist residencies
- Juried awards in exhibitions or competitions

Recognitions within field of professional scholarship:

- Invitations to be visiting artist; to lecture, offer critiques, and present workshops in professional or academic settings
- Presentations at professional meetings, conferences, other higher academic settings
- Invitation to adjudicate professional exhibitions, grants or other professional awards
- Representations of creative research in professional publications both in print and online
- Inclusion of creative research in important public and private collections

### **For Art History faculty:**

Applied scholarship:

- Publication of original research or criticism in scholarly books and professional journals including field-recognized online journals/resources
- Presentations at professional meetings and educational institutions
- Curatorial activities with or without publication
- Reviewing/vetting of books and exhibitions
- Individual editorial or editorial committee work for a professional journal or other scholarly publication

Active scholarship:

- Research projects in progress with documentation
- Sponsored field institutes, seminars, and fellowships

- Designing and developing curricula requiring mastery of new subject matter

Participatory scholarship:

- Engagement in professional organizations via membership, conference attendance, and positions on governing boards
- Organizing/chairing conference panels and sessions
- Scholarly consulting or grant writing
- Service on accreditation teams at other institutions
- Adapting or advancing the use of new pedagogies or technologies in the field of art history

Recognized scholarship:

- Awards for scholarship
- Successful grant applications
- Peer recognition in the form of favorable reviews or citations

## **SERVICE**

Evidence of service to the College may include, but is not limited to:

- Aid to colleagues as guest lecturer or resource person
- College committee service
- Designing and developing new curricula
- School or department committee service including but not limited to:
  - BFA Committee
  - Portfolio Evaluation Committee (incoming freshman and on campus transfers)
  - Departmental Peer Evaluation Committee (DPEC)
  - Visiting Artist Committee
  - Student Art Gallery Committee
  - Annual Keene State College Art Student Exhibition
  - Annual Graphic Design Portfolio Review Exhibition
  - Maintenance of studios and equipment including ordering of supplies, maintaining equipment, maintaining safety components in studios, computer lab updates and maintenance, supervising student lab assistants
  - Faculty liaison for The Art Collective and/or the Graphic Design and New Media Club
  - Coordination of Art Department Field Trips
  - A & H Curriculum Committee
  - Thorne Sagendorph Gallery Committee
- Other contributions to the College – special projects or roles, including reassignments
- Other service to the school or discipline – special projects or roles
- System or consortium committees
- Pursuit of, acquisition of, and/or administration of grants
- Service on accreditation teams for College programs

- Leadership roles within the College (e.g., KSCEA, department chair, leadership roles on major committees, or other positions)
- Contributions of professional expertise to the community (paid or unpaid)
- Technology support in the College or the department beyond requirements of courses taught (e.g., computer laboratory support)