

ART DEPARTMENT MERIT PAY CRITERIA

Each tenured or tenure track faculty in the Art Department must maintain the following balance of teaching, research/creative and service:

- a minimum of 50% of time and energy must be devoted to teaching - this could be more, based on teaching commitments
- faculty are expected to maintain a research presence which could fluctuate from year to year based on service and teaching.

50% value TEACHING _____

1. Instructional load or alternate assignment:

Supervision/Maintenance of area. _____

Contact hours. _____

According to the Promotion & Tenure Guidelines effectiveness as a teacher is determined by the quality of the teaching portfolio which includes but is not limited to the following :

Peer observation _____

Student evaluations _____

Examples of student work _____

Syllabi _____

Course assignments _____

Bibliographies _____

Vita _____

Number of preparations. _____

Independent study supervision _____

Individual study supervision _____

Number of new preparations. _____

Advisement

General Advising _____

Student Organizations _____

Alternate assignments that are not covered in a normal teaching load (example: chair, NY Loft, Washington House, Senior Studio, & GD Sr. Portfolio Reviews, intern director, International studies, released time assignment, etc.) _____

Outstanding teaching award _____

Initiative to improve teaching _____

20 - 30% value RESEARCH/CREATIVE _____

1. Performance:

Publications	
Refereed	_____
Non-refereed	_____
Exhibits	
Solo	_____
Local	_____
Regional	_____
National	_____
International	_____
Juried	_____
Refereed	_____
Invited	_____
Open	_____
Reviews/Citations	_____
Writing grants	
External	_____
Pending	_____
Funded	_____
Unfunded	_____
Internal	_____
Pending	_____
Funded	_____
Unfunded	_____
Freelance work.	_____
Commissions.	_____

2. Honors: (Awards received by a faculty member, i.e., 1st, 2nd, 3rd place/honorable mention)

Publishing award	_____
Outstanding artist, or other	_____
Recipient of some award	_____

3. Professional Contributions:

Leadership role as an officer of an international/ national/state/local organization.	_____
Scholarly presentation of material at an international/ national/state/local conference, workshop, or seminar.	
Refereed	_____
Non-refereed	_____

Moderator for international/
national/state/local organizations _____

Jurying/critiquing an event _____

Professional speaking engagements _____

Consulting/appraising _____

20 – 30% value SERVICE _____

1. University/Departmental:

Public relation work
Organizing exhibits, transporting work,
development, alumni outreach _____

Committee assignment(s) volunteered,
assigned, elected by faculty, ad hoc _____

Committees that are very active and
require more time (i.e. faculty senate, DPC,
search committees) _____

Active role in development of departmental
policies and procedures. _____

Willingness of faculty member to participate in
overall departmental (instructional
and non-instructional) responsibilities. _____

Collegiality;
Willingness to effectively serve and/or
Carry one's fair share of the workload. _____

2. Professional/Personal Development:

Attendance at workshops, seminars, or
conferences _____

Continuance of one's educational
development through traditional or non
traditional methods, i.e., travel, university courses,
correspondence courses, post-graduate, attendance at
visiting artist presentations and
lecture, and other . _____

Professional attitude and behavior towards
colleagues and students. _____

3. Civic Contributions:

Representative to a national/local arts related
charitable organization

Professional, art related presentations to
any organization

Promotion of the arts through artist lecture
series or clubs
