

SCHOOL OF ART TENURE GUIDELINES	
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A. PREAMBLE

Prior to the commencement of tenure proceedings, the matter of tenure shall normally be discussed by the Director and the faculty candidate at the initiation of either. Thereafter, the tenure application may be initiated either by the Director requesting an application from the faculty candidate or by the faculty candidate submitting the application by the deadline established in the School.

In the School of Art, emphasis is placed on the attributes of research, scholarship or creative works and teaching, with service accorded less weight.

Furthermore, it must be understood that in a situation where tenure is determined by academic peers working in committee, the concrete meaning of the stated criteria for tenure becomes clear only as the School accumulates experience as to who gets promoted and who does not.

B. RESEARCH, SCHOLARLY WORK AND OTHER CREATIVE ACTIVITIES

In the context of the School, this involves the extension of knowledge or the creative application of existing knowledge in published and exhibited works, including the production of aesthetic objects or representations that are the result of skill and the creative imagination. In any

evaluation of these scholarly and artistic activities, their originality and significance shall be regarded as most important, though the quantity of them shall be considered relevant.

C. TEACHING

This involves the competent transmission of knowledge and/or techniques to students, the enhancement of the critical awareness of students, the effective supervision of students, and in general, the ability to meet the needs of students. Continued efforts to maintain pedagogic effectiveness and the use of innovative teaching techniques are considered extremely important.

D. SERVICE

This involves activities (internal and/or external to the University) related to the research and teaching functions of the University. It includes the contribution that an individual makes to the governance and administration of the University and community service where an individual makes a non-remunerative contribution by virtue of special academic or professional competence.

E. STUDIO: MEASURES OF PERFORMANCE

There are a variety of opportunities for disseminating scholarship or creative production to the art community and public at the local, regional, national, and international levels that confirm development. Such activities include, but are not limited to:

1. Level A: (Highest Importance)

- i) major awards or grants from a public institution or foundation;
- ii) curated, solo exhibitions or performances at national or international public institutions;
- iii) catalogues or books published on the candidate's work by a major public institution;
- iv) peer-reviewed monographs by or about the candidate;
- v) peer-reviewed journal articles;
- vi) representing Canada by a national or international exhibition or festival;
- vii) having work collected in a major public institution/museum;
- viii) solo exhibition or performance at a major commercial gallery;
- ix) solo exhibition or performance with the parallel gallery system;
- x) commissioned work in a public context;
- xi) curated group exhibitions at the national or international level within a public institution or museum;
- xii) curating an exhibition with a demonstrated review process;
- xiii) invitations to be a plenary speaker at international, national or regional research or professional conference (with documentation);
- xiv) peer-reviewed exhibition catalogues;

- xv) installation, performance or screening at a major international festival;
- xvi) patenting a new technology that advances knowledge in the candidate's discipline.

2. Level B:

- i) invitational group exhibitions or performances at a private institution;
- ii) curated group exhibitions or performances at a private institution;
- iii) published critical reviews, articles in books, art periodicals, exhibition catalogues, or essays on the candidate's work;
- iv) provincial or local awards or grants from a public institution or foundation;
- v) articles by or about the candidate in a non-peer-reviewed journal;
- vi) papers or other formal presentations at a conference;
- vii) curating an exhibition not subject to review process (external to the School of Art);
- viii) principal investigator for project that has received a collaborative grant from a public institution or foundation;
- ix) development of a course or program that promotes new growth in the discipline;
- x) installations, performances or screenings at a minor international festival.

3. Level C:

- i) artistic residency;
- ii) brief articles for a publication that is not peer-reviewed;
- iii) book reviews or exhibition reviews for a peer-reviewed journal;
- iv) invitation as a speaker by another institution;
- v) installations or performances at a national festival;
- vi) participation at a national conference or festival (i.e. giving an artist's talk).

F. ART HISTORY: MEASURES OF PERFORMANCE

There is a variety of opportunities for disseminating scholarship to the art community and public at the local, regional, national, and international levels that confirm development. Such activities include, but are not limited to:

1. Level A: (Highest Importance)

- i) A peer-reviewed scholarly monograph;
- ii) A peer-reviewed textbook in the field;
- iii) A peer-reviewed, edited collection of the work of other scholars or creators, with explicit and extensive critical and framing structures;
- iv) Editor of peer-reviewed encyclopedia;
- v) Editor of special issue of a peer-reviewed journal;
- vi) Peer-reviewed journal articles including articles about the scholarship of teaching;
- vii) Chapters in peer-reviewed anthology or edited collection in the area of the candidate's expertise;

- viii) A peer-reviewed exhibition catalogue;
- ix) Principal investigator, grant project with internal or external funding
- x) Winner of a national or internationally recognized fellowship;
- xi) Co-investigator, grant project with external funding recognized nationally or internally;
- xii) A peer-reviewed paper for presentation at an international or national conference (with documentation).
- xiii) Curating an exhibition that is subject to a review process.

2. **Level B:**

- i) A peer reviewed encyclopedia or dictionary article;
- ii) An article in a non-peer reviewed journal;
- iii) A non-peer reviewed exhibition catalogue;
- iv) A book review for a peer-reviewed journal;
- iv) A paper presented at a regional or provincial conference (with documentation)
- v) Principal investigator, grant project with external funding at the provincial or regional level;
- vi) Winner of a regional or provincial recognized fellowship;
- vi) A paper presented at a provincial or regional conference;
- vii) Curating an exhibition that is not subject to a review process.

3. **Level C:**

- i) A brief article or commentary for a publication that is not peer-reviewed;
- ii) An article or column for non-specialists or popular media;
- iii) A paper presented at a local conference (with documentation);
- iv) Principal investigator, grant project with external funding at the local level;
- v) Winner of a locally recognized fellowship.

G. RESOURCES

1. Link to tenure application materials (on UM web site)
http://www.umanitoba.ca/admin/vp_academic/fac_dev_forms.html
2. Link to dossier template (on UM web site)
https://intranet.umanitoba.ca/academic_support/catl/resources/teaching_dossier.htm

H. APPENDICES

- Appendix 1: Sample letter soliciting input from faculty and students
Appendix 2: Sample letter soliciting input from external evaluator

APPENDIX 1: Sample letter soliciting input from faculty and students

PLEASE POST

TENURE CONSIDERATION

To all School of Art Faculty, Instructors, and Students:

The following School of Art faculty candidates have applied for tenure. In accordance with the UMFA Collective Agreement and the procedures of the School of Art, a committee has been formed to make recommendations to the Director on these applications.

We invite Faculty and Instructors to provide comments regarding teaching, research and/or service for the tenure candidates. Students are invited to provide comments regarding teaching.

Please forward your written or e-mail comments to me by (date):

By mail: 313 ARTlab, 180 Dafoe Road, University of Manitoba

By email: xxxxx@umanitoba.ca

Copies of your comments, with all identifying indicators removed, must be provided to the tenure candidate.

Faculty Candidate	Discipline
Dr. ABC	Art History
Professor DEF	Studio

Dr. SSS, Chair
School of Art Tenure Committee

APPENDIX 2: Sample letter soliciting input from external evaluator

Dear Professor XX

I am writing to request your assistance by acting as an external assessor for a faculty candidate who has applied for tenure at the School of Art, University of Manitoba. This involves providing a written evaluation in the context of research and teaching within the discipline of XX (art history, or fine art practice, i.e. painting, drawing, curatorship, video).

Professor XXX has been employed at The University of Manitoba since XX. XX is currently an (Assistant/Associate) Professor in XXX with teaching responsibilities in XXX.

As you know, the tenure process is a careful one. Within the School of Art, we adhere to fairness and transparency in all hiring, promotion, and tenure processes. The committees are selected carefully to provide a balance of gender and approaches. Your letter will be integrated into a fair process of assessment.

For tenure, the University of Manitoba requires an arm's length assessment of the candidate's work to provide an impartial picture of his/her position in the discipline. We require your tenure assessment to be submitted in two sections to protect the confidentiality of the process and the identity of the outside assessor. This is essential for our assessors to provide an objective reading of the tenure candidate's work. You may use the attached form or attach separate sheets to the form provided.

As per the UMFA Collective Agreement of the University of Manitoba the substantive part of your letter – the assessment- must be provided to the candidate. The letterhead and all identifying comments are removed. Our request for this information in the form described above supports this requirement.

We are working towards a deadline of (date). In order to bring these comments before the committee, please email me directly followed by a hard copy.

Thank you for participating in this important professional service.

Sincerely,

XXX
(TITLE)
School of Art, the University of Manitoba

Page 1: Context and knowledge of the candidate and their work

Please state if you know the candidate, and in what context and/or how long you have known the candidate. Please indicate if you have a conflict of interest that would preclude you from making the assessment of the candidate.

Tenure Candidate: _____

Page 2: Assessment of Research/Creative Work and Service to the Discipline

Please assess the quality of the research of the candidate (and their teaching, if familiar with it) and its relevance or contribution to the discipline of XXX (fine art or art history). We would appreciate if you can provide some comparisons or put the candidate's work in the context of other work in the discipline.

Tenure Candidate: _____