

DXARTS Promotion and Promotion + Tenure Guidelines

The following guidelines and expectations for tenure and promotion in the UW Department of Digital Arts and Experimental Media have been compiled here to help promote a clear process for career advancement for all tenure track faculty members. A career is conceived as a trajectory, but this trajectory is measured at certain critical moments, such as hiring, promotion, and tenure. As the College of Arts & Sciences' "Promotion Considerations" (<https://admin.artsci.washington.edu/promotion-considerations>) explains, "When promoting, we are making a decision that combines an assessment of the individual's records to date as well as a projection of a career into the future." Also, at the start, we affirm our commitment to the work of fostering diversity, inclusion, and equity. In accordance with the 2012 and 2018 revisions to the Faculty Code (Section 24-32), we value "any contributions in scholarship and research, teaching, and service that address diversity and equal opportunity," and will include and consider them among "professional and scholarly qualifications" at all stages in the tenure and promotion process. To ensure success, transparency, and fairness, the standards of measurements should be clear to all parties involved in the process and are intended to complement and align with the standards set forth by the University of Washington Faculty Code (<https://www.washington.edu/admin/rules/policies/FCG/FCCH24.html>).

The Faculty Code (Section 24-57C) requires that the Chair hold regular conferences with faculty members to discuss their scholarly, teaching, and service responsibilities and requirements; their shared goals for the coming year(s); and strategies for achieving those goals. These discussions should be documented with the agreed upon documentation then placed in the faculty member's file. For assistant professors, such conferences should take place each year; for associates, every other year; and for full professors, once every three years.

It is important to note that work done prior to an appointment at UW does count as part of the candidate's portfolio – what matters is the candidate's cumulative record, regardless of whether that work was done at UW or elsewhere; and, once appointed, years at rank are immaterial to promotion provided that the candidate meets all stated criteria for successful advancement. That said, the Faculty Code (Section 24-41) stipulates that for assistant professors, their second three-year appointment "must include a tenure decision." This means that the sixth year of an assistant professor's appointment – excluding any excused pauses in their tenure clock – is a mandatory year for promotion consideration.

Every Winter Quarter, the Chair invites all eligible faculty to consider engaging in the process for non-mandatory promotion. Any faculty who express interest are then asked to provide an updated CV, along with student and collegial evaluations taken since their last promotion at UW or from their initial UW appointment in the case of assistant professors, lecturers, or artists in residence. These materials are shared with the eligible voting faculty of superior rank in the individual's division, who then convene and discuss the case. The Chair then meets with the faculty member relaying the degree of support from the voting faculty regarding their case for promotion. The individual can then determine whether or not they want to engage the official

promotion process by informing the Chair of their choice. It is University policy that a candidate for non-mandatory promotion has the right to request that a full promotion packet be prepared and voted upon by all eligible faculty superior in rank, even if the majority of the eligible voting faculty believe that the case is premature. Senior faculty have the right to advise candidates that they believe the case is premature, but they may not prohibit candidates from exercising their right to have their case be fully prepared and formally voted upon by all eligible voting faculty members.

Please note that these guidelines are a living document. Approximately every five years, DXARTS tenure-stream faculty will review this document and either vote to affirm its content, or revise its content and vote on the revision. For any questions in the application of this document, please also refer to the College's "Promotion Considerations" and the University Faculty Code, mentioned above.

Promotion to Associate Professor with Tenure

The following are guidelines and expectations for achieving tenure in the UW Department of Digital Arts and Experimental Media, established by the voting faculty.

Research: The products of artistic research are extremely varied. Distinction in research is required and ordinarily entails the development of a significant line of inquiry and discovery, and an established national or international reputation based on these artistic contributions. The distinction of the venues, breadth of its dissemination, and the response of knowledgeable critics and peers are taken into consideration when establishing appropriate levels of distinction. Quality of research is more important than quantity, but a productive and ongoing innovative and original artistic practice is also critical. Assessment of a candidate's cumulative record includes artistic research done before appointment at the UW and artistic research conducted since appointment.

In DXARTS evidence of impactful artistic research activity may include, but is not limited to juried, invited, solo and group exhibitions, residencies, and performances in national/international venues such as galleries, art centers, museums, concert venues, theaters, festivals, other institutions of standing, virtual environments, alternative spaces, publications, and other appropriate arts and non-arts public venues. National/international commissions, grants, awards, and fellowships supporting artistic research and/or exhibitions and performances are other examples.

For tenure, it is expected that the candidate will have evidence of impact on the field beyond the regional.

Forms of work include the full range of practices and materials that constitute the field of practice in its broadest sense, recognizing that the practice of art is continually evolving and changing. Modes of artistic research practice may be individual, collaborative, interactive, performance based, site-specific, cross-disciplinary or a combination of the above. Some faculty

members may innovate across disciplinary boundaries from outside their own areas of the arts and will be evaluated for their contribution to both fields of inquiry. DXARTS embraces an expansive range of artistic research/practice across multiple disciplines. The Department recognizes the evolving nature of arts research and that DXARTS specific mission is to be at the forefront of new inventions and modalities. These values also guide DXARTS in decisions regarding Tenure and Promotion of the faculty.

Teaching: All candidates should have developed a strong and documented teaching portfolio with positive student and peer evaluations, comparable to their colleagues in DXARTS and across the Division of the Arts in the College of Arts and Sciences. As effective teaching is essential to advancement, candidates should include in their promotion file a clear narrative about their teaching so that readers of the file can understand and distinguish between various arenas of pedagogical practice including studios, seminars, or lectures. The faculty's teaching is evaluated through the strength of specific classes and as it supports the larger goals of the division and curricula of individual programs.

The College's "Promotion Considerations" explains that candidates should have student evaluations of "a large percentage, if not all, of the courses taught at the UW" and the Faculty Code (Section 24-57A) stipulates that all faculty must have at least one course evaluated by students in any year in which they teach. The Faculty Code (Section 24-57A) requires that assistant professors should have a peer review of their teaching done each year. Mentoring, according to the College's "Promotion Considerations," is also vital to teaching: "a very important part of our teaching responsibilities takes place outside of any specific course. The advising of students, both undergraduate and graduate, is a significant contribution to the teaching mission of the University."

While research and teaching are typically viewed as separate categories, if a candidate believes there is a compelling narrative around the relationship of these areas, such as the influence of the research on the teaching, then the candidate should make that case in their personal statement. Nonetheless, strong teaching alone is not sufficient for tenure and promotion.

Service: Contributions should be evident in the Department in terms of participation in committees, problem solving, and innovation. Tenure stream faculty should serve DXARTS needs as appropriate and establish themselves in the service of their respective fields (peer reviewing, conference and panel participation, initiating or chairing of events, jurying shows, etc.) Collegiality and appropriate participation in DXARTS events is expected.

Promotion to Full Professor

The following are guidelines and expectations for promotion to Full Professor in the UW Department of Digital Arts and Experimental Media, established by the voting faculty.

Research: The body of research and art work should have grown since the last promotion, though the time to promotion from associate to full professor is not fixed. Full professor cases should demonstrate an increasing ambition and intellectual range. As the College's "Promotion to Full Professor Guidelines" puts it, "the faculty member should have established him/herself as a major researcher, scholar, or artist at the national and often international level. At this stage of career, the scholarly record will normally be larger and also reflect a more mature formulation of questions and a richer exploration of them. A faculty member's entire scholarly career is evaluated, with emphasis placed on work developed since the time of promotion to associate professor." Such scholarship will involve a degree of visibility and documentable impact on the candidate's field or fields. It should advance the candidate substantially forward on the career trajectory or represent a substantial new body of work. Strong teaching and fulsome service are not sufficient for advancement. As with promotion to associate professor, "impact" includes the level of engagement beyond campus, nationally and internationally; expansion of networks, the work's influence on other artists and the originality of the work; the receipt of grants or awards; or becoming the subject of reviews and scholarly articles.

Teaching: The candidate's teaching record should be consistently strong and documented by both student and peer evaluations. The College's "Promotion Considerations" explains that candidates should have student evaluations of "a large percentage, if not all, of the courses taught at the UW" and the Faculty Code (Section 24-57A) stipulates that all faculty must have at least one course evaluated by students in any year in which they teach. The Faculty Code (Section 24-57A) requires that associate and full professors have a peer review of their teaching done at least once every three years. Regarding mentoring, the College guidelines note that "at the time of promotion to Professor, a faculty member will have a significant record of working with and mentoring students, including, where appropriate, chairing graduate student committees."

Service: The service expectation is greater for promotion to full professor and should involve a component of leadership within DXARTS as well as beyond the Department. Such leadership might include serving as a member or chair of College and University committees. National and international service, within professional organizations, or editorial service with presses or journals, is recognized as citizenship to the broader profession, and is desirable at this level of promotions.

Guidelines first established in 2021

Tenure-stream faculty vote approval: 4/12/2021

Divisional Dean approval: 6/8/21

College Council approval: 6/8/21