

**HUMANITIES & ARTS DIVISION  
STANDARDS FOR SCHOLARSHIP AND CREATIVE ACTIVITY  
TENURE AND PROMOTION TO ASSOCIATE PROFESSOR**

**RIGOR**

To reach its potential, scholarship/creative activity must be shared and tested publicly. Thus, across the University, peer review is considered the hallmark of academic rigor and the primary indicator of high quality academic and creative pursuits. Thus, the candidate must provide evidence that scholarly and/or creative activities have been subjected to the peer review process in a manner appropriate to the discipline and form of scholarship/creative activity.

In **Humanities & Arts**, rigor is the minimum standard for **rigor** in scholarly activity must be met by productions from section II.A.1 in the longer document (a book or edited collection; at least two scholarly articles [at least one of which should be in a major venue]; or the equivalent in public scholarship or journalism). Here and elsewhere in this document, the term “major” means that practitioners in the field are in general agreement that a venue or sponsoring organization is widely recognized for quality and for influence beyond a local level.

**Studio Art:** Only a solo exhibition of new work shown in a suitable setting, or a new media equivalent, would be sufficient *in itself* to show rigor (quality); a number of the others that are listed could be combined to be equivalent to a major solo show, or a new media equivalent.

**Digital Arts:** Those whose work is primarily as a practicing artist must make a minimum of eight presentations of various works at conferences, festivals or curated online exhibitions. Those whose work is primarily within software development must provide evidence of sustained interest in the work through (in descending level of importance) reviews/links/downloads/hits, in addition to papers and conference presentations detailing the research that supports their creative activity; five presentations of research is a reasonable minimum for establishing rigor. A candidate whose work blends the two approaches to Digital Arts must find a reasonable balance between these standards.

**Creative Writing:** Only a book-length publication, a major production, or new media equivalent would be sufficient *in itself* to establish rigor. A number of other publications or their new media equivalents could be combined to show a strong record of equivalent publication.

**Theatre Arts:** The minimum standard for establishing rigor (quality) is established by at least two creative works from II.B.1 in the longer document. Since theatre arts also may include traditional publication, one of the two may derive from II.A.1 in that document.

**ENGAGEMENT**

The candidate must demonstrate active participation with and contribution to her/his discipline, and/or interdisciplinary activities that emphasize the candidate’s disciplinary strengths. As a teacher-scholar, the candidate must demonstrate the influence of scholarship on classroom instruction/curriculum development/librarianship and/or the involvement of students in research/creative activities.

To demonstrate engagement in **Humanities & Arts**, specific scholarly or creative productions should indicate awareness of current disciplinary or cultural trends and be relevant to the candidate’s own scholarly or creative goals. Collaborative work with students may also indicate engagement.

**EVOLUTION**

Scholarly and creative activities must reflect the incorporation of current practices within the discipline and demonstrate that the candidate is developing his or her own line of scholarship since arriving at Stetson.

In **Humanities & Arts**, a candidate’s record of scholarly or creative activity is central to demonstrating evolution. Evolution may be demonstrated by a growing body of work on a focused topic, by work that has begun to broaden into new investigative or artistic realms, and/or developing modes of scholarly or creative activity. Outcomes should show that the candidate has developed his/her own line of scholarship or creative work since arriving at Stetson. Evidence that these requirements have been met may include, but is not limited to, all items listed in section II, above.

## CONSISTENCY

The candidate must demonstrate commitment to the discipline by providing evidence of continued participation in scholarly or creative activities. Though quality of scholarship and creative activity is more significant than quantity, candidates for tenure and promotion must demonstrate an involvement in ongoing scholarly and/or creative work and the ability to complete and communicate high quality work. Generally speaking, consistency is demonstrated by some form of scholarly contribution and/or creative expression every year.

In **Humanities & Arts**, A candidate for tenure and promotion to Associate Professor should engage in at least one scholarly or creative activity, or produce at least one scholarly or creative work, each year. The candidate should also supply evidence of long-term goals and planning by presenting work in progress on campus or elsewhere, documenting long-term plans in such documents as the FAR, or fulfilling commitments made in successful grant requests.

## PROMOTION TO PROFESSOR

### RIGOR

After tenure, the pace of scholarship or creative activity may shift; at this point in their careers, faculty members may undertake significant leadership roles or more long-term scholarly or creative projects. The arc of scholarship or creative activity longer; there may be longer spaces between scholarly or creative productions, but more depth is expected.

**Scholarly Activity:** Candidates for promotion to professor may meet the standard of rigor in scholarship by offering at least one book, book length translation, book-length edition of a primary work, or edited or co-edited volume. Alternatively, the candidate may present at least three high-quality, influential scholarly articles published in a scholarly book or journal. For promotion to professor, rigor and influence are established not only by venue, but by depth, power, and significance as verified by an independent peer reviewer in the field, by reviews (if available), and by the candidate.

**Studio Art:** The threshold for the demonstration of rigor would be two additional solo juried exhibitions of new work or equivalent activity combining the other types of activities.

**Digital Arts:** Those whose work is primarily as a practicing artist must establish rigor by making a minimum of eight additional juried presentations of work developed since the promotion to Associate. Those whose work is primarily software development must provide evidence of five additional presentations, with at least one new major project since the promotion to Associate, or substantial and continuous revisions to projects developed prior to the promotion.

**Creative Writing:** Only a book-length publication by a reputable publisher or a major production or new media equivalent would be sufficient in itself to indicate rigor. A number of other publications or their new media equivalents could be combined to show a strong record of equivalent publication.

**Theatre Arts:** The minimum standard for the demonstration of rigor would be three additional works (significant participation in staged, live theatre productions or fully produced video or film works; workshopping new works). Since theatre arts also may include traditional publication, activities listed as scholarly activity (books, articles, editions, translations) or a combination of scholarly and creative activity should also be considered equivalent.

### ENGAGEMENT

The candidate must demonstrate active participation with and contribution to his/her discipline, and/or interdisciplinary activities that emphasize the candidate's disciplinary strengths. As a teacher-scholar, the candidate must demonstrate the influence of scholarship on classroom instruction/curriculum development/librarianship and/or the involvement of students in research/creative activities.

To demonstrate engagement in **Humanities & Arts**, specific scholarly or creative productions should indicate awareness of current disciplinary or cultural trends and be relevant to the candidate's own scholarly or creative goals. Collaborative work with students or colleagues, or mentoring colleagues in shared scholarly or creative endeavors, may also indicate engagement.

## **MATURITY**

The candidate must demonstrate intellectual growth in scholarly and creative activities since tenure/promotion to Associate Professor and over time.

In **Humanities & Arts**, maturity can be demonstrated with the evidence for **evolution** under standards for tenure and promotion to Associate Professor and by some additional evidence. Continued growth in scholarly or creative activity should clearly occur during the time since promotion to Associate. The standard for promotion to full professor is a mature, major, long-term project; a series of related projects; or an array of separate projects which complete or extend earlier inquiry, research, or creative ideas.

## **DEVELOPMENT OF EXPERTISE**

Scholarly and creative activities must have sufficient focus that demonstrates that the candidate has distinguished herself/himself by becoming an expert in some aspect(s) of her/his field and by making meaningful contributions to the field.

In **Humanities & Arts**, expertise in scholarly or creative activity is established in part by consensus among the candidate's students and colleagues. In addition, expertise is established by recognition outside beyond the boundaries of the university.

## **RECOGNITION**

The candidate must demonstrate that her/his contributions to the discipline have been acknowledged as significant by peers/peer review and/or prestigious organizations.

In **Humanities & Arts**, recognition can be demonstrated in a variety of ways, including reviews; invitations to serve as a peer reviewer for journals or adjudicator in creative activities, publishers, or granting organizations; service as a program evaluator; awards; citations in the work of other scholars; and invitations for lectures, performances or shows, speeches, and other types of invited participation in professional activities. Finally, expertise is established partly by performance, as described above in the section on "rigor."

## **CONSISTENCY**

While it is recognized that there are often legitimate reasons for periods of inactivity with regard to scholarly or creative activities, the ability to meet other standards (e.g., maturity and development of expertise) requires consistent scholarly or creative output. Thus, significant gaps in productivity should be addressed in the narrative, and the candidate must demonstrate that she/he has a lifetime record of scholarly or creative achievement that is highly likely to continue. Thus, sufficient time must elapse following periods of inactivity to demonstrate a solid resumption of activity that is highly likely to continue beyond promotion.

In **Humanities & Arts**, consistency will involve sustained production of tangible high quality scholarly or creative outcomes, along with supplemental scholarly or creative activities. In addition to producing high quality work between tenure and the application for full professor, the successful candidate for promotion to professor will demonstrate a clear trajectory of continued development and scholarly or creative production. At this point in an academic career, "consistency" of scholarship or creative activity may include gaps of one or two years; in their narratives of scholarly or creative activity, candidates should address and explain such gaps. At this level, consistency may be demonstrated in numerous ways, including but not limited to funded or unfunded grant proposals; participation as a peer reviewer in publishing, granting agencies, academic programs, and individuals; integration of research into courses and curricula; and, of course, scholarly or creative outcomes.