

## **Department of Visual Arts and Art History Proposed Research Release Program**

**December 05, 2016**

As outlined in Article 18.15 of the YUFA collective agreement Tenured Professorial Stream or Probationary faculty in the Department of Visual Art and Art History (VAAH) who have a normal teaching load of 2.5 courses will have the option of applying for a 0.5 course reduction based on demonstrating an active, ongoing level of scholarly and research-related activity.

Acknowledging that patterns of research intensity vary for individual faculty for personal and professional reasons, the adjudicating body will consider past, current and planned research activities when establishing whether a faculty member is “research active”. As a department we feel that the Senate approved criteria for Tenure and Promotion provides clear guidance on assessing faculty research activity, and as such will apply these criteria to evaluating applications for the research release program. Faculty will be required to demonstrate a level consistent with or above ‘high competence’ in the previous three years in order to be eligible for research release; and/or provide evidence of ongoing and upcoming research consistent or above the level of ‘high competence’.

In situations where faculty are requesting a research release for future research activities, they must provide information demonstrating that activities are underway (e.g. an invitation to present new research at a major exhibition; an invitation to submit a chapter to an edited collection; a contract to curate an exhibition, etc.), as well as a clear timeline for completing said activities within the research release year. The adjudicating committee will take this information into account in assessing the application.

Faculty members of the Department appointed to the tenure track—in their period of pre-candidacy or candidacy—are eligible to apply for this program. Faculty members with ongoing administrative offload qualify for this program provided it does not reduce their teaching load below a 1.0 load. Faculty members holding research release as a result of other programs (YRC, CRC, research funding) are ineligible for this program. Faculty members cannot use this program to reduce their teaching load below a 1.0 load. Faculty members on research release cannot teach extra courses on overload, except in emergency situations (replacing another faculty member on unexpected medical leave, for example). Teaching-stream faculty and CLAs are not eligible for this program.

### **Process of Application**

In order to provide a clear indication of a pattern of recent and ongoing research, the application will include an abbreviated CV (two page) that indicates relevant research activities for the last three years and a brief statement (500 words) highlighting evidence of significant engagement in research over the previous three years and/or evidence of ongoing and upcoming research presentations or projects. Faculty have the option of providing their CV in annotated form in order to contextualize research activities. As most academic evaluations are

founded upon assessment through peer review (tenure and promotion, publication, hiring, etc.), we believe our own internal committee structure, in particular the VAAH Executive Committee consisting of two elected Sector Representatives (Studio and Art History), as well as two elected GPD's and the Chair, would serve as an ideal body for the process of adjudication. As such, adjudication of applications for the 0.5 course reduction will be the responsibility of the VAAH Executive Committee and will be conducted in a transparent and clear manner. The VAAH Executive Committee will review faculty applications for research leave and submit recommendations to the Dean for final approval.

The parameters applied by the VAAH Executive Committee will be consistent with the Faculty's Senate approved guidelines on Tenure and Promotion. When evaluating the record of research achievement the VAAH Executive Committee will ensure that a faculty member's research activity is recognized in a manner consistent with the normal practices of the faculty member's field of research. Recognizing the diverse approaches to research in the disciplines of visual art and art history it is essential that criteria applied to adjudication acknowledge research activity that may be considered interdisciplinary and non-normative.

In addition, it is the responsibility of our faculty to facilitate future scholarly discourse in our field through mentoring future scholars that are contributing to the research culture and activity crucial to York's reputation. Acknowledging the role of graduate supervision in facilitating and maintaining a lively research culture, the Department of Visual Arts and Art History considers a significant level of graduate supervision (defined below), to be an appropriate contribution of research activity.

In the process of adjudicating submissions, the VAAH Executive Committee will consider issues of equity as well as any factors that may mitigate research activity, including but not limited to medical related leave, parental leave, elder care leave, etc. Given the nature of service commitments in our department service contributions that are above normal will also be considered.

### **Process of Adjudication**

As per 18.15 (e), research indicators include:

- i) Dissemination of research in the form of peer reviewed (or critically reviewed) publications and/or creative or scholarly activities; (ii) applications for external grants as well as external grants awarded (it is understood there are disciplinary differences and fluctuations in the role and availability of external grants); and (iii) evidence of on-going research activity that is reasonably expected to result in the dissemination of research outcomes/scholarly/creative activity as in (i) above.

In determining whether a faculty member is "research active," the VAAH Executive Committee will recognize past, ongoing, and planned research activities, while acknowledging that patterns of intensity for individual faculty may vary for numerous reasons, both personal and professional. For the purposes of fairness and clarity, the VAAH Executive Committee will refer to the Senate-approved Criteria for Tenure and Promotion when assessing faculty research

activity, adjusted to a three-year rather than a six-year period. Faculty must demonstrate a level consistent with or above that of “High Competence” to be eligible for research release. In keeping with these expectations, our understanding is that faculty may demonstrate research activity with indicators occurring in category (i), or a distribution pattern across (i), (ii), and (iii). However, the expectation is that faculty research activity will not be derived by indicators exclusively from category (iii) for the three-year period, nor will a research release be granted in any year based solely on activity indicators derived from graduate supervision.

Indicators of such activities may include, but are not limited to, three or more of the items listed below over a three-year period. In specifying this period, we recognize that in some years faculty research output may be higher than in others; in general, we would expect that faculty would be undertaking at least two of the activities listed below on an annual basis, though acknowledge that some years may be more fallow than others or may involve extensive labour setting research infrastructure in place without any discernible output. In this, we recognize that many projects involve multiple stages and that in some cases presenting iterations of a project is critical to its development. We further recognize that some faculty may wish to use the research release to enhance their research productivity. In situations where applicants are unable to demonstrate High Competence in their previous research output due to mitigating factors, they must demonstrate through documentation (see previous page) that they will have achieved High Competence in their research activities by the end of the research release period. VAAH Executive will take this information into account in assessing the individual’s subsequent application.

Demonstrated evidence of research activity may include, but is not limited to:

**Category (i)**

- a) Publication of research in the form of peer or critically reviewed books, book chapters, journal articles, articles in conference proceedings, internet articles, reports, book/exhibition reviews, editorial pieces, or those submitted which are under review and with scheduled publishing date
- b) Publication or dissemination of research in the form of curated exhibitions, performances, screenings, festivals, commissioned public art projects and events.
- c) Curatorial projects (where the faculty member is acting as curator)

**Category (ii)**

- d) Grants or other funding applied for or received from funding bodies including, but not limited to: The Canada Council for the Arts, the Ontario Arts Council, The Social Science Humanities Research Council and other regional, national and international granting organizations

**Category (iii)**

- e) The presentation of papers at academic and non-academic conferences and symposium, and public lectures.

- f) The presentation of research (papers, artistic projects, presentations, etc.) at conferences, events, festivals or in the form of significant community interventions.
- g) Significant levels of graduate supervision, specifically an annual supervisory load of four or more primary graduate supervisions at the MA, MFA, PHD level, or seven or more secondary graduate supervisions at the MA, MFA, PHD level (within the Faculty), including but not limited to serving on doctoral and examination committees in each of the three years. In order to assess graduate supervision the submitted CV must include names of students supervised, program, year of study and clear indication of faculty role (supervisor, committee member, etc.). In general, faculty should list students who are in “good standing” in their respective degree programs and who have completed their degree within normative time. As always, the Executive will consider extenuating circumstances. The status and number of faculty graduate supervisions will be affirmed through consultation with the respective graduate programs. (Graduate supervision is generally understood as category (iii) activity.)
- h) Other scholarly and/or creative activities that are demonstrated to be integral to an ongoing research program.

The Chair of the Department will present the recommendations of the VAAH Executive Committee in a summary statement to the Dean, with a copy to the applicants. As per the YUFA CA, Article 18.15 (c): *Where a recommendation for a 0.5 FCE research-based teaching load reduction is not accepted by the Dean/Principal, the Dean/Principal shall set out in a written reply to the Chair with a copy to the applicant the reason why the recommendation was not accepted. Such decisions shall be subject to the grievance and arbitration provisions of Article 9.*

Individuals apply for this release on a yearly basis, with a call for applications being forwarded to all faculty no later than August 15th, with a submission deadline of September 1st. The committee will notify faculty by September 30<sup>th</sup> of the decision. If the recommendation is not to award a release, the faculty member will be informed in writing with reasons. The member may request reconsideration. The VAAH Executive Committee’s recommendations will be forwarded to the Dean on October 1<sup>st</sup>. The Dean will respond by November 1st, in order to allow for workload assignments to be integrated into the following year’s planning exercise.