

## DEPARTMENT OF ART

### Mission

Because art reflects and anticipates the values and conscience of a civilization and is central to a comprehensive university education, the Department of Art promotes an understanding of the visual arts and explores the role of art in society through teaching, creative activities, research, and outreach.

### Vision

Faculty in the Department of Art will be recognized nationally and internationally for scholarly and creative activities while also being recognized for outstanding teaching across all departmental disciplines.

### Core Values

**Excellence** – We seek excellence in all endeavors, especially teaching, creative scholarship and outreach.

**Intellectual Freedom** – We believe in ethical and scholarly inquiry in an environment that respects the rights of all in their pursuit of knowledge.

**Integrity** – We are committed to truth, honesty in the pursuit of equitable, ethical and professional practice.

**Service** – We believe service to the public to be our noble and worthy responsibility.

**Diversity** – We respect and value diversity of opinion, freedom of expression and individuals of all ethnic and cultural backgrounds.

**Stewardship of resources** – We are dedicated to the efficient and effective use of resources. We accept the responsibility of public trust and accountability for our actions.

## **Goals, Critical Success Factors, Objectives, and Strategies**

**Goal 1: Academic Excellence and Human Resources: Retention, promotion, and reward of outstanding faculty members.**

**Critical Success Factors:**

- Increased average number of faculty juried presentations and publications.
- Increased participation by faculty in invitational exhibitions and presentations.
- Increased average number of faculty memberships/officers in professional organizations at the regional and national levels.
- Monitored success rate of students' works accepted in regional and national competitions.

***Objectives:***

**Objective 1.1:** Assistance to faculty in their pursuit of scholarly and creative activities.

Strategies:

- Provide funding for research and creative development of faculty.
- Provide funding to support faculty travel for research, presentation, and exhibition.
- Provide funding for fees for journal and exhibition submissions, plus preparation and shipping costs for competition entries.
- Provide funding for faculty memberships in professional organizations.
- Provide meaningful reward and recognition for successful record of research and creative scholarship.
- Adjust faculty teaching loads to be on a par with those of peer institutions.

**Objective 1.2:** Assistance to students in their pursuit of scholarly and creative activities.

Strategies:

- Provide students with information and incentives to participate in conferences and competitions.
- Reward student accomplishments with recognition and scholarships.

**Goal 2: Academic Excellence, Human Resources and Leverage Resources: Provide an environment that is healthy to the well-being of faculty, staff and students.**

**Critical Success Factors:**

- Measured salary and fringe benefits as compared with peer institutions.
- Monitored air, sound, and visual quality in teaching studio/classrooms.
- Measured research and teaching facilities as compared with peer institutions.

**Objectives:**

**Objective 2.1:** Salaries and benefits for faculty and staff that are on par with peer institutions.

Strategies:

- Increase faculty and staff salaries to the average or greater than that of the Big 12.
- Increase university contributions to employee health costs.
- Increase university contributions to TIAA-CREF.

**Objective 2.2:** Faculty/student ratios on par with peer institutions.

Strategies:

- Limit enrollment in studio art and graphic design courses to 15 students in upper-division and 20 students in lower-division.
- Provide more honors courses and seminars in art history.

**Objective 2.3:** Classroom/studios that are monitored for safety and security.

Strategies:

- Provide card swipe entry security system to Bartlett Center.
- Utilize security cameras to monitor gallery and computer labs.
- Provide system for insuring air quality in all Art Department studio/classrooms.
- Employ studio/classroom lab assistants.

**Objective 2.4:** Research and teaching facilities that are on par with peer institutions.

Strategies:

- Create a designated space for photographing art works.
- Continue maintaining and updating computer labs.
- Provide personal studio space for faculty.

**Goal 3: Student Development: Prepare students for graduate study and/or professional careers.**

**Critical Success Factors:**

- Sophomore class sizes of 40 each in the Graphic Design, Studio Art, and Art History Programs.
- Minimum average GPA to 3.0 for qualification in sophomore level Graphic Design Program.
- Sophomore portfolio review for acceptance to junior level programs in Studio Art and Graphic Design.
- Increased submission/acceptance in Annual Juried OSU Student Art Exhibition.
- Portfolio Capstone Exhibition for graduating Graphic Design and Studio Art majors.
- Exit interview and portfolio assessment with design professional for graduating Graphic Design majors.
- Monitored retention rate of students passing sophomore reviews and accepted to Graphic Design and Studio Art Programs.
- Survey of graduates to determine job placement and satisfaction.
- Monitored success rate of students accepted to graduate programs.

**Objectives:**

**Objective 3.1:** Recruitment and retention of outstanding students.

Strategies:

- Secure funding for design and production of recruiting materials.
- Secure funding for an annual juried art exhibition and summer workshops for Art Teachers.
- Increase the amount of funds available for the award of freshman and transfer student scholarships.

**Objective 3.2:** Curricula and environment that stimulate excellence and prepare students for professional careers or graduate study.

Strategies:

- Hire, retain, promote and reward outstanding faculty and staff.
- Refine degree requirements as changes in program needs occur.
- Increase the number of faculty in areas of Art History, Studio Art, and Graphic Design to provide programs on par with peer institutions.
- Expand and renovate classroom/studio facilities to provide learning environments appropriate to the disciplines.
- Continue efforts toward realization of Phase II of Bartlett Center for the Visual Arts initiated in 1982.

**Objective 3.3:** Expansion of degree options with the addition of degree programs at OSU Tulsa and a Master of Arts Degree in Art History, and Master of Fine Arts Degrees in Studio Art and Graphic Design on the OSU Stillwater campus.

Strategies:

- Hire additional faculty in Art History, Studio Art, and Graphic Design.
- Secure proper studio/classroom spaces at OSU Tulsa to meet instructional needs.
- Secure additional funding to award teaching assistantships.
- Secure additional space needed for graduate assistants.

**Objective 3.4:** Increased number of student scholarships and awards for outstanding achievement.

Strategies:

- Utilize alumni appeals for support of scholarships in the Department.
- Encourage student activities that raise awareness of scholarship needs and merit.
- Enlist the aid of the OSU Foundation in fund-raising needs.

**Objective 3.5:** Implementation of Advisory Boards comprised of professionals appropriate to each area of study in the Art Department.

Strategies:

- Identify successful alumni willing to serve in an advisory capacity.
- Utilize alumni and professionals for assessment.

**Goal 4: Student Development: Enhance the cultural awareness of students.**

**Critical Success Factors:**

- Increased student attendance to art gallery openings and artist lectures.
- Increased level of contributions received through the Student Activities Fee Allocation process that supports Fine Arts Activities on campus.

**Objectives:**

**Objective 4.1:** Outreach to campus.

Strategies:

- Develop and maintain a comprehensive speaker/visiting artist program that addresses all areas of study in the Art Department.
- Schedule exhibitions of art and design for purposes of enhancing course instruction and cultural enrichment.
- Develop and coordinate a program that provides for the acquisition and placement of esthetically meaningful art on campus.
- Identify sources of additional funding for gallery support.
- Monitor student attendance at gallery and guest lecture events.

**Objective 4.2:** A place for exhibition and stewardship of the Art Department's permanent art collection.

Strategies:

- Secure the endorsement and support of OSU upper administration on the need for a fine arts museum that is on a par with peer institutions.
- Enlist the support of the OSU Foundation in efforts to raise funds for the design and construction of a fine arts museum.

**Goal 5: Human Resources: Recognize, utilize, and reward human resources.**

**Critical Success Factors:**

- Monitored work satisfaction through use of personnel evaluations.
- Monitored course satisfaction through use of student evaluations.
- Monitored unit administrator evaluations.

***Objectives:***

**Objective 5.1:** Utilization of personnel to maximize benefit to faculty, staff, Department of Art and Oklahoma State University.

Strategies:

- Add A&P staff.
- Provide more opportunities for work-study, monitors and lab assistants.
- Increase tech support for classes.

**Objective 5.2:** Enhanced opportunities for faculty to broaden the scope of their course offerings based on their area of research and creative scholarship.

Strategies:

- Increase faculty travel funds to attend workshops and forums.
- Develop new courses to complement specific interests.

**Objective 5.3:** Opportunities for faculty to enhance their skills and productivity.

Strategies:

- Provide personal studio space for faculty.
- Decrease teaching load from 3:3 to 3:2.

**Goal 6: Image/Pride/Recognition: Project an image that will promote pride and positive recognition for the Department of Art, the College of Arts & Sciences, and Oklahoma State University.**

**Critical Success Factors:**

- Public acknowledgement of scholarships and awards to faculty and students.
- Enhanced public areas within the Bartlett Center and satellite buildings.

***Objectives:***

**Objective 6.1:** Increased public awareness of the quality of faculty and students as well as alumni of Department of Art.

Strategies:

- Develop promotional materials that reflect quality and professionalism.
- Update and maintain the Art Department web site.
- Create an area within the Bartlett Center that showcases faculty, alumni, and student achievement.

**Objective 6.2:** Improved visual appeal of the Bartlett Center and satellite buildings.

Strategies:

- Refurbish Gardiner Gallery with new wall surfaces.
- Install signage and landscaping at the Visual Arts Annex.
- Provide paved parking for faculty and students at the Visual Arts Annex.

**Goal 7: Diversity: Provide an atmosphere that welcomes diversity of thought and ethnicity.**

**Critical Success Factors:**

- Monitored success rate of minorities qualifying for departmental programs.
- Increased enrollment of minority students.

***Objectives:***

**Objective 7.1:** Courses that are comprised of students with a diversity of cultural and ethnic backgrounds.

Strategies:

- Expand offerings in art history.
- Increase ethnic diversity in the faculty.

**Goal 8: Partnerships: Develop and encourage university and business partnerships.**

**Critical Success Factors:**

- Record of interdisciplinary projects.
- Record of interdisciplinary career awareness events and activities.
- Record of internships and apprenticeships.

***Objectives:***

**Objective 8.1:** Increased percentage of students completing internships.

Strategies:

- Monitor the progress and success of interns.
- Maintain the departmental internship website for students.

**Objective 8.2:** Increased number of interdisciplinary projects.

Strategies:

- Build on the success of interdisciplinary projects of the past.

**Goal 9: Outreach: Enhance the cultural awareness of the community through outreach.**

**Critical Success Factors:**

- Increased community attendance to art gallery openings.
- Increased community attendance to artist lectures both within the Bartlett Center and at other venues.

***Objectives:***

**Objective 9.1:** Outreach to the local and regional community.

Strategies:

- Schedule exhibitions of art and design that will contribute to the cultural enrichment of the community.
- Encourage art faculty presentations at university, local, and regional venues.
- Engage the community by reactivating the Alliance for Visual Arts, department and gallery support group.