2006-2007 Herron School of Art

Section	Document Name
Fiscal Health	• Herron.pdf

Mission

The mission of Herron School of Art is to provide exceptional educational opportunities for college students committed to careers in the visual arts (i.e., ceramics, drawing, painting, printmaking, photography, sculpture, visual communication, woodworking design, art education, and art history), and for students and the public as they seek greater understanding of the visual arts. This is accomplished through a variety of courses, and creative specialty programs and activities.

Goals and Objectives

I. PRIORITY: Launch MFA programs in visual communications & visual fine arts and public life.

Goal – Herron to be nationally recognized for quality graduate programs. Objectives to achieve goals- Build upon Herron's strengths and unique characteristics to create graduate programs, Recruit highly qualified and diverse faculty to teach graduate students. Recruit out-of-state and international students. Increase the school's research profile and civic engagement through graduate student activities. Campus/Community Collaborations Civic Engagement – contract projects for students Sources of Revenue –Tuition revenue, contract income, private philanthropy for endowed professorships, campus reallocation funds, diversity initiative funding

Campus Planning Theme: Teaching and Learning, Civic Engagement
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2006-2007:

- Recruited students in MFA in Visual Communication.
- Developed marketing materials and a marketing strategy for the MFA in Visual Arts program, to attract a pool of qualified graduate students. Marketing strategy included designing new materials for Herron's website providing information about the new graduate degree program.
- Continued planning all aspects of being ready to enroll first graduate students in the MFA in Visual Arts degree program (starting August 2008).
- Department of Visual Communication Design launched a new 60-credit MFA Visual Communication graduate program with a focus on "Design Thinking and Design Leadership." The curriculum includes some collaborative, cross-disciplinary courses. First students enrolled in August 2007.
- Courses in the new MFA Visual Communication graduate program will support a proposal for a new "Enterprise Experience in Design Thinking" for Master in Business Administration (MBA) students at IUPUI Kelley School of Business.
- Department of Visual Communication Design conducted a successful search for a tenure-track faculty member who adds intellectual diversity to the graduate faculty. Assistant Professor of Visual Communication Helen Sanematsu was appointed, starting August 2007.
- Completed and submitted Proposal for a new degree program: Master of Fine Arts in Visual Arts and Public Life. The new degree program has received approval from: IUPUI from the Graduate Affairs Committee, Academic Leadership Council (Indiana University), the IU Trustees, and the Indiana Commission on Higher Education.
- Planned and wrote syllabi for new courses for the MFA in Visual Arts and Public Life degree program. Submitted

all courses for campus and university approval.

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- Herron to send representatives to National Graduate Portfolio Days scheduled in New York City, San Francisco, and Chicago (Fall 2007) to recruit potential graduate students for Herron's M.F.A. programs in Visual Communications and Visual Art (Sculpture, Printmaking, and Furniture Design).
- Herron to organize and hold Open Houses for interested potential graduate students at Herron in Fall 2007. Separate Open Houses will be scheduled for the MFA in Visual Communication and MFA in Visual Art (Sculpture, Printmaking, and Furniture Design).
- First two full-time students enrolled in the M.F.A. in Visual Communication degree program starting August 2007.
- First offerings of all graduate courses for first year students in the MFA in VC   program.
- University approval for all new courses for curriculum for MFA in Visual Art (Sculpture, Printmaking, Furniture Design).
- Will recruit students, receive applications, and select first graduate students to enroll in the M.F.A. in Visual Art degree program (in Sculpture, Furniture Design, and Printmaking) to start classes August 2008.
- Working through Herron's Basile Center for Art, Design, and Public Life, we will develop relationships with businesses, non-profits, and government organizations throughout Central Indiana as potential partners for community engagement projects which will involve Herron graduate students in the M.F.A. degree programs in Visual Communication and Visual Art (sculpture, printmaking, furniture design).
- We have submitted for approval from our accrediting body – National Association of Schools of Art and Design – materials for our new Master of Fine Arts degree programs in Visual Communication and Visual Art (printmaking, furniture design, and sculpture). Approval for these MFA degree programs is expected from NASAD during fall 2007.

II. PRIORITY: Develop and expand the Center for Art, Design and Public Life to provide professional experiences for students and enhance Herron's reputation as a vital resource for central Indiana's cultural development.

GOALS AND OBJECTIVES- Increase Herron's externally funded Research/Creative Activity. Double the number of civic engagement projects. Consolidate the development and planning of externally focused programs and projects through the center to maximize potential and increase return on investment.

Campus Planning Theme:
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2006-2007:

- Raised private funds to name the [Basile] center and set an operational budget for the next seven years of operation.
- Created a new Academic Specialist position to serve as Director of the Basile Center.

- Hired a new director with a start date of July 1, 2007.
- Received external funding for internships for public art projects for graduate students.
- Gained significant attention and support from the community.

Evidence of Progress for 2006-2007:

- Herron has received a public sculpture commission from Community North Hospital. Two locations have been identified for student sculptures, and a budget will be created for the rotation of the work.
- HERRON SCHOOL OF ART AND DESIGN received a major gift from patrons Frank and Katrina Basile to support The Center for Art, Design and Public Life. The Basile Center proactively seeks community partnerships and responds to requests for public art and design work, matching students desiring professional practice to the commissions.
- Student Rik Tommasone designed the inaugural bronze Lilly Medal awarded to the winner of Indianapolis Prize for conservation of animal species.
- Students, working closely with the Humane Society of Indianapolis education department, developed a conceptual plan for a traveling exhibition.
- Students have entered Phase 2 of the "Print, Education, Technology Laboratory and Exhibition Plan for the Indianapolis Museum of Art.
- Herron students researched and worked on curriculum development for the program "Learn to Give, Environmental Stewardship Program for K-12 Schools" in Muskegon, Michigan.
- The illustrations of students, under the direction of faculty member Kathy O'Connell, were printed in the prestigious "The Society of Illustrators 2006 Educators Symposium Student Sketchbook Anthology".
- Herron students have developed proposals for institutional identity and/or promotion materials for United Way of Central Indiana's "Ready to Learn, Ready to Earn" campaign, the Humane Society of Indianapolis, St. Louis For Kids, and an online tutorial for the Court Observation Project in Washington, DC, "Rock for Riley 2006", the National Association of Mutual Insurance Companies, "Grape Escape" for the Jackson Center for children with Cerebral Palsy, Indiana Canine Assistance program for prisoners who train assistance dogs, Indiana Dollars for Scholars Hoosier Heroes Program, "An Evening with an Olympian: United States Synchronized Swimming Olympic Team", Indianapolis Motor Speedway Museum, Big Brothers Big Sisters of Central Indiana, "Woman To Woman Midwest", and the Damien Center.
- Received Lilly gift for marketing and internships for new graduate programs in Visual Fine Arts

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Activities planned for 2007-2008:

- Submit an internal signature center grant for a match in operating funds.
- Continue to build on the strengths of Herron's academic programs, faculty expertise, and the school's ability to form partnerships within the community.
- The Basile Center will play an integral role in the development of the new graduate degree programs by supporting high level research projects and creative activity in visual and public art.

III. PRIORITY: Build Endowment for School Programs and Scholarships

Goal – achieve financial stability for the school and gallery programs and provide financial support for students. Objectives to achieve goal • Plan for comprehensive alumni and broad-base community campaign for program endowments and scholarships • Capitalize on the attention that Herron is receiving as a result of the building project • Continue to cultivate and solicit donors who made contributions to the capital campaign • Identify and cultivate new donor prospects • Explore corporations and foundations for fundraising opportunities on a national level • Continue to nurture and build the John Herron Society • Continue to cultivate external champions who will help identify and secure funding opportunities Sources of Revenue

– Private funding from individuals, foundations, and corporations.

Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Civic Engagement
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2006-2007:

- Plans of the $10 million Endowment Campaign were shared at the Dean's Advisory Board level with each member expressing his or her interest in participating in the implementation of the campaign.
- Endowments will be established over the next four years for the Herron Galleries, Gallery Director Position, Public Sculpture Exhibition, Visiting Artist Lectures, Community Learning Programs, Named Department Chairs, Basile Center, Scholarships (undergraduate and graduate) and a Herron unrestricted fund.
- Top prospects for campaign gifts have been prioritized. Members of the Dean's Advisory Board will be solicited first, followed by other "top prospects."
- Several solicitations have taken place resulting in a total of $500,000 committed gifts and $120,000 in deferred gifts and $410,000 in pending gifts.
- The Fraser International Travel endowment has reached two-thirds of its $300,000 goal and the Shared Heritage Scholarship endowment is half way to its goal of $300,000.
- A deferred gift was committed which will help endow the activities of the Basile Center for Art, Design and Public Life.
- An endowment was established for the Jane Fortune Outstanding Women Visiting Artist Lecture.

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- Complete solicitations to members of the Dean's Advisory Board with a goal of 100 percent participation.
- Continue solicitations of top prospects for major gift naming opportunities.
- Continue cultivation, solicitation and stewardship of the John Herron Society helping to build Herron's unrestricted endowment.
- Continue utilizing community volunteers and friends of the school to raise the awareness of the school, its priorities and opportunities for support.
- Work with new Assistant Dean for External Affairs in creating messaging and communication for newly-designed website and endowment printed materials.
- Strengthen Herron's annual giving program and elevate to Priority Status in 2008.

IV. PRIORITY: Build and enhance a strong national reputation.

Goals – Take action to enhance Herron's identity and presence among the other cultural institutions. Objectives to achieve goals • Collaborate with surrounding cultural organizations on the canal and WRSP to establish Herron as a partner on the cultural trail that is currently under development • Make Herron one of the city's cultural destinations by building and promoting the Herron galleries, and sculpture gardens Sources of Revenue – private funding, community partners

Campus Planning Theme: Civic Engagement
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2006-2007:

- Herron's new Master of Fine Arts in Visual Art & Public Life degree program was approved with classes beginning in fall 2008. Visual Communication students created a website and other promotional print materials for the new program.
- Herron's location on the IUPUI campus and the White River State Park and Canal Cultural District offers improved accessibility to IUPUI students and the community. This has stimulated increased interdisciplinary collaboration with other schools, arts organizations and community partners.
- The Eleanor Prest Reese and Robert B. Berkshire Galleries hosted six exhibitions featuring work by nationally prominent artists, including sculptor Diane Simpson, painter Ed Paschke.
- A review of the Robert Lostutter 25-year retrospective exhibition, curated by Herron Director/Curator David Russick, appeared in the November 2006 issue of Art in America, published throughout the United States, Canada and the United Kingdom.
- Herron's study abroad programs expanded to include Italy and Greece.
- Herron faculty showed their work nationally and internationally, and presented at a variety of schools and conferences nationwide.
- The Marsh Gallery hosted the 2007 Scholastic Art Awards Exhibition. This brought artwork in from 47 central Indiana counties, and elevated the visibility of Herron amongst other art educators, beyond Indiana.
- Herron hosted seven visiting artist lecturers, including London-based contemporary artist Julian Opie and Holland-based kinetic artist Theo Jansen.
- Herron hosted the Midwest Art History Society 2007 Conference featuring nationally acclaimed performance and installation artist James Luna.
- Five Herron professors and one staff person received Creative Renewal Arts Fellowships from the Arts Council of Indianapolis, allowing them to travel internationally to renew and re-energize their creativity; Two Herron graduates and one Herron instructor were each awarded the $20,000 Efroymson Contemporary Arts Fellowship from the Central Indiana Community Foundation, allowing them to continue their artistic development.
- In their first visit ever to the U.S. to produce artwork, Inuit Artists Germaine Arnaktauyok and Mathew Nuqingaq worked side-by-side Herron faculty and students in a week-long workshop. WFYI's Channel 20 filmed the workshop.
- Herron's Honors Art program (a summer program in visual art instruction for high school juniors, seniors and recent high school graduates) received a grant from the National Endowment for the Arts.
- Associate Professor Greg Hull was awarded a commission to install kinetic sculpture at the new Indianapolis Airport.
- Public Scholar Matthew Groshek led his students in the exhibition design of "Fit to Breed? The History and Legacy of Indiana Eugenics, 1907-2007." This exhibit was viewed by thousands, and publicized widely throughout Indiana and beyond.
- Under the leadership of Assistant Professor Vance Farrow, Herron's minority student group, Spectrum, exhibited their artwork at the 37th Annual Indiana Black Expo, an event attended by more than 200,000.
- Chicago based firm, Studio Blue was hired to redesign the Herron website.

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- Herron hosts the Art Education Association of Indiana 2007 Conference featuring the nationally acclaimed Guerrilla Girls.
- Prepare for hosting the Mid America College Art Association conference in October 2008.
- Launch the new Herron website in February 2008.
- Increase marketing efforts to raise visibility and enrollment for all Master of Fine Arts degree programs.
- Work with new Assistant Dean of Development and External Affairs in developing strategic marketing and communications plan for the entire school to better focus efforts.
- Improve and increase relationships with all media contacts to raise visibility of student and faculty accomplishments, Herron exhibitions, visiting artist lecture series, community outreach, graduate programs and collaborative partnerships through the Basile Center.

V. PRIORITY: Increase enrollments. Develop new courses for non-art majors.

Goals – Double tuition revenue and increase number of BFA recipients by 5% Objectives to achieve goals • Admit more students into Herron undergraduate degree programs (5% increase) • Offer art and design service courses for other IUPUI degree programs • Team-teach and develop more interdisciplinary opportunities • Create Center for Visual Literacy – develop workshops and 1 credit courses • Recruit more out-of-state and international students • Hire necessary faculty, public scholars, lecturers to accommodate growth (focus on diversity initiative) • Admit graduate students into new MFA in Visual Communication Sources of Revenue – Start up funding for 2-3 faculty positions may be necessary. (perhaps through diversity initiative funds). Once the degree program numbers are at full capacity, the increased tuition revenue will offset cost of the new faculty. We may be able to create joint appointments through collaborative efforts on campus and in the community.

Campus Planning Theme: Teaching and Learning, Research, Scholarship and Creative Activity, Campus Climate for Diversity, Civic Engagement

Secondary Goals:

Sub Unit:

Time Frame:

Actions taken for 2006-2007:

- Visited 6 out-of-state high schools (double the amount from '05-'06) for presentations, plus 15 in-state schools.
- Hosted a hands-on art workshop for DuPont Manual High School in hopes of recruiting more students.
- Began preliminary recruitment for the MFA programs in furniture design, printmaking and sculpture, including the development of mailing lists, posters, postcards and a new Web site.
- Hosted undergraduate Open House with attendance of 405 students. The Open House included a newly-added section of workshops regarding admission, careers, etc.
- Hosted two open houses for the new MFA in Visual Communication.
- Number of incoming freshmen admitted to Herron grew from 98 in fall of '05 to 162 in fall of '06.
- Participated in 8 portfolio days (7 of which were out-of-state).
- Herron House was launched and opened its doors to 28 students in the fall of 2006, exceeding its projected 20 students. Thirty students currently live in Herron House.
- 7 non-resident students accepted the new Herron Out-of-State Scholarship and matriculated during the '06-'07 school year. 19 Out-of-State Scholarship offers were made to students for students applying for fall 2007. 11 accepted and two deferred.
- Made out-of-state scholarships for transfer students.

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- Host Herron Open House during spring.
- Host National Portfolio day September 30th.
- Host two Visual Communication MFA Open Houses.
- Attend 3 Graduate Portfolio Days.
- Attend 8 National Portfolio Days.
- Host one open house for the MFA's in printmaking, sculpture and furniture design.
- Continue to promote Herron House and recruit good candidates for the RA position.
- Analyze admissions policy and work to make sure we are recruiting the best students through this policy.
- Continue to develop materials for undergraduate and graduate level recruiting—ie., grad program catalogue, rack cards, poster for undergraduate program.
- Advertise elective art classes to nearby universities that do not have an art program.
- Participate in 6 JagDays.
- Present at two Campus Days.
- Provide a good experience during the admissions process for both undergraduates and graduates so that they hopefully enroll.

VI. PRIORITY: Improve Faculty Salaries and Support Faculty Research

Goal - Increase Herron faculty salaries to a competitive level with campus and peer institutions Objectives to achieve goals • Salary Equity studies have been completed for the past several years comparing Herron faculty salaries to IUPUI and to art departments and art schools at peer institutions. • Identify resources and incentives to support faculty research to help achieve strong national reputation. Sources of Revenue – Faculty retirements, funding from campus reallocations, private funding for endowed professorships

Campus Planning Theme: Research, Scholarship and Creative Activity
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2006-2007:

- Herron has been successful in attracting new faculty in junior level positions at competitive salaries. Low salary issues still exist in mid to senior faculty.
- The Dean will allocate funds from the John Herron Society foundation account to support faculty research. These will be matching funds for external grants up to $1,000 per faculty member.
- Professional development, research and creative activity will continue to be supported as it was in the past ($250-$500 per faculty member annually as determined by the Resource Planning Committee). A formal request process has been established.
- Herron will support up to five reduced teaching schedules for full-time, tenure track faculty. (This means 2/3 loads.) This number reflects an increase of two from previous years. Guidelines and eligibility were established in 2004 by faculty. The requests are evaluated and determined by the Faculty Resource Planning Committee.
- A Civic Engagement Award of $2,000 will be awarded to one faculty member in recognition of Excellence. The recipient is identified through the same peer review process as the Trustee Teaching Awards.
- The dean will work with Herron's faculty president and faculty council to identify ways to reduce committee

- The dean will work with Herron's faculty president and faculty council to identify ways to reduce committee service. Cancel the ad-hoc committees established last spring. (service and gallery exhibitions)
- Herron administration will provide help with identifying and utilizing campus and university resources.
- Herron will publish an annual report that features significant research and creative activity accomplishments and civic engagement activities.
- Each month one faculty member's work will be featured in the Herron E-News (The mailing list is over 2,000)
- Herron will invest in creating displays (electronic and photographic) of faculty civic engagement work in the Center for Art Design and Public Life.
- The Basile Gallery has been established and furnished with new track lighting to feature exhibitions of faculty work as well as MFA thesis exhibitions. Stefanie Gerber will coordinate the schedule for the Basile Gallery.
- Round Table Discussions will be scheduled as a forum to keep communication open. All faculty are encouraged to attend and submit topics for the agenda.

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- Continue to attract new faculty in junior level positions at competitive salaries.
- Hosting development workshop on grant writing and resources.

VII. PRIORITY: Enhance the overall strength of Herron´s undergraduate programs

Goal - Enhance the national reputation of Herron´s undergraduate programs Objectives to achieve goal • Develop a more effective means of tracking learning outcomes • Continue to stay abreast of ongoing changes in the professional worlds our students will enter upon graduation, and develop curricular changes to keep pace • Monitor the success of our alumni • Focus on best practices in teaching studio art, art history, visual communication, and art education • Recruit more out-of-state and minority students to create a more diverse student population.

Campus Planning Theme: Teaching and Learning
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2006-2007:

- The Foundations Curricula works with an established list of Core Objectives for all Foundations courses in the program. In general, all courses in the program emphasize these objectives; particular objectives will naturally be emphasized stronger in some classes than others. In order to maintain consistency across courses, the foundations faculty meet regularly to discuss course content and effectiveness.
- Herron is a supporting member of the Foundations in Art Theory Education or FATE. FATE is an organization that focuses specifically on Foundations curricula. Foundations faculty regularly attend FATE's biannual conference. The Foundations Coordinator is also a Regional Coordinator for FATE.
- Foundations faculty presented at national conferences:
  - The 20th Annual School of Visual Arts National Conference on the Education of the Artist and Liberal Arts,
  - The Mid-America College Art Association
  - Southeastern College Art Conference
- Foundations Faculty meet annually to award scholarships that apply to the sophomore year.

- Developed a more effective means of tracking learning outcomes
- Faculty members in the Department of Visual Communication Design continue specific strategies to assess student learning outcomes. These strategies include participation with the IUPUI Program Review and Assessment Committee and the IUPUI e-Portfolio initiative.
- Continued to stay abreast of ongoing changes in the professional worlds our students will enter upon graduation, and develop curricular changes to keep pace
- Faculty members in the Department of Visual Communication Design launched in Fall 2005 a completely revised curriculum for the BFA major in Visual Communication. The new curriculum focuses achieving new essential competencies in design defined by the National Association of Schools of Art & Design in associational with the national professional association for design professions.
- Hired a full-time staff member for recruitment and admissions.
- Faculty members in the Department of Visual Communication Design continue active leadership roles in the national professional organizations for design and in shaping the professional fields our student enter.
- Monitored the success of our alumni
- Faculty members in the Department of Visual Communication Design continue active contact with alumni who graduate with majors in visual communication. The department is completing a new weblog to facilitate communication with and between alumni.
- Focus on best practices in teaching studio art, art history, visual communication, and art education
- Faculty members in the Department of Visual Communication Design continue to maintain active agendas for professional development in the scholarship of teaching and learning by attending workshops and conferences. The department is working with the IUPUI Center for Service and Learning under the Engaged Department grant for Commitment to Excellence.
- In the Fine Arts Department, the faculty for undergraduate teaching was enriched by the successful search for new tenure-track faculty members, who started teaching in Fall 2007, two in Photography, one in Ceramics, one in Art Education, and a Public Scholar of Visual Culture, which is a shared position with the School of Liberal Arts Museum Studies program.
- Herron hosted the Midwest Art History Society Conference in the Spring 2007. This conference also created a partnership with the Eitlejorg Museum of Western and Native American Art for the keynote speaker with a New Frontiers Grant.
- Completed project partnership with Indy Parks for civic engagement/public art activities involving undergraduate students in sculpture and furniture design.

Evidence of Progress for 2006-2007:

Activities planned for 2007-2008:

- In Fine Arts Department, Civic Engagement activity has been incorporated into some curriculum as regular activity. A new partnership with the Indianapolis Museum of Art has been established for an artist in residence to work at Herron to produce work for the 'On Processions' exhibition, which opens spring of 2008. Students will work with artist Allison Smith, of international renown, to build three sculptures over the course of the semester. Also, a parade has been planned to open the exhibition; students from numerous classes will create art and participate in the parade.
- Herron has also implemented the 'Herron Community Museum Laboratory', an exhibition space located in the Fountain Square district of Indianapolis. The purpose of this exhibition space is to explore new methods and

Fountain Square district of Indianapolis. The purpose of this exhibition space is to explore new methods and strategies for student artists to engage the public and involve the community with art. The Herron Community Museum Laboratory will be used as a staging location for the Parade, and conduct exhibitions, lectures and workshops to the community as preparation for the parade.

- New Fine Arts faculty searches underway in: painting, printmaking, and drawing.
- In the Fall of 2007, Herron will host the 'Art Education Association of Indiana' annual conference.
- Herron plans to host the Mid-America College Arts Association Conference in the fall of 2008.
- Art Ed is developing a Visual Literacy curriculum to be offered as an elective to IUPUI students
- Fine Arts Department will initiate a self-study relating to digital technology & how it is incorporated into Fine Arts studio curriculum.
- Fine Arts Department will investigate the J-400 and J-410 curriculum for revision to improve undergraduate education for seniors.
- Fine Arts department will study the student advising system to determine if changes are needed.
- Fine Arts Department will investigate the Sophomore Advancement Review process to determine if changes are needed.

VIII. PRIORITY: Expand Community Outreach Programs

Goals: Increase revenue, enhance community relations, and provide visual literacy opportunities for campus and community. Objectives to achieve goals: Increase offerings of Saturday School, Honors Art Program, Youth Art Camp, Promote Herron Galleries and Sculpture Garden programming, Promote Visiting Artist Lecture Series to Campus and Community, Promote Herron Film Series, Promote International Travel Opportunities beyond Herron students. Sources of Revenue: Tuition, studio fees, individual gifts and donations, grants, Herron fundraising events, corporate sponsorships, private funding for endowments.

Campus Planning Theme: Teaching and Learning, Civic Engagement
Secondary Goals:
Sub Unit:
Time Frame:

Actions taken for 2006-2007:

- Herron submitted several proposals for external funding for gallery operations, youth art camp, honors art program and Saturday school.
- Herron submitted several proposals for funding of additional Saturday school and youth art scholarships for underserved children.
- Visited select schools to better inform community of community programming at Herron.
- Increased sponsorship dollars for gallery programming.
- Increased enrollment in youth art camp and honors art program.
- Hired additional part-time position for community learning programs.

Evidence of Progress for 2006-2007:

- Received funding from Arts Council of Indianapolis for gallery operation.
- Received funding from Regional Arts Partnership for gallery operation.
- Received funding from NEA-Indianapolis Arts Council for gallery exhibit representing American Master Peter Shelton.
- Received funding from Rotary Foundation for disadvantaged youth to attend Youth Art Camp.

- Received funding from Samerian Foundation for community learning programs (70% scholarship dollars and 30% operating).
- Received funding from the Peyback Foundation for operating funds for Youth Art Camp.
- Partnered with IUPUI Sports Complex for youth art programming during the summer months increasing enrollment by 80 students.
- Arranged housing for students through IUPUI's Guest Apartments for out-of-town students attending Honors Art Program Summer 2007.
- Endowed Jane Fortune Outstanding Women Visiting Artist Lecture Fund.
- Raised awareness and increased foundation dollars for community learning programs and gallery operating funds.

Activities planned for 2007-2008:

- Continue to develop plan to offer community learning programs in satellite locations—Carmel and Plainfield.
- Develop proposals for external funding for all community learning programs.
- Increase enrollment and revitalize/market Saturday school.
- Increase gallery educational value to the community.
- Schedule additional gallery talks with curator/artists for community and students.

Fiscal Health

Herron School of Art and Design continues to perform at a satisfactory level with a fund balance to cover fiscal year deficits. The new facility and decreased state appropriations continue to challenge Herron financially. Approval from the Trustees for additional studio fees effective fiscal year 2007-08 and a program fee effective fiscal year 2008-09 will alleviate many of these challenges. In fiscal year 2007-08 we expect to have a surplus to support future MFA programs in Visual Art, specifically furniture design, printmaking, and sculpture--enrolling Fall of 2008. Herron continues to make progress in fund raising and grant writing to supplement state appropriations and tuition income.

Herrons main goal is to achieve a national reputation. This involves creating a research based faculty who can give lectures and present their works at conferences and in galleries around the world, recruiting more non-resident students including international students, and striving for academic excellence.

Reallocation Plan

Other Question(s)

1) *Diversity*. In the past year (July 1, 2006-June 30, 2007) what actions have you taken and what results have you achieved in retaining and graduating a diverse student body; enhancing diversity in research, scholarship, and creative activity; and recruiting, developing, and supporting diverse faculty and staff?

Retaining and graduating a diverse student body

An emphasis within Herron's recruiting activities to enroll a diverse student body includes a special effort to recruit a greater number of non-resident students. In Fall 2006 97.4% of Herron students were Residents, and 2.6% were Non-Residents. In Fall 2007 we increased the number of Non-residents to 3.12% of the total. We will continue to closely track the growth we expect to see in this area in the coming 3 years.

During a period of continued strong growth in Herron's overall undergraduate enrollment, minority student enrollment as a % of School headcount has remained consistent at 9-10% from 2002-2007. During Fall 2007 semester, out of a total of 866 degree-seeking majors, Herron enrolled a total of 78 students who identified themselves as minority students.

Herron's Spectrum club – minority students at Herron – were active during the 2006-07 year, participating in an art exhibition at Black Expo (a national event held in Indianapolis) that was viewed by a public audience in the thousands. Spectrum is an important initiative that helps promote dialogue and group activities of Herron's minority students. Retention of student participants through graduation is very high. During 2006-2007 year: Spectrum had 18 active student members; 8 Spectrum members graduated this year; 10 Spectrum members returned for enrollment in Fall 2007; and 12 new student members have now become active in Spectrum.

Herron awarded Shared Heritage Scholarships to three minority students during 2006-2007.

 Enhancing diversity in research, scholarship, and creative activity

Efforts to increase culturally diverse topics in Art History courses—both in special topics courses and in survey courses—in accord with enthusiastic student responses.

Critique and consideration of diversity issues in The Art of Art History (art historical methods course)

Other diversity initiatives are included in our section of this Annual Report under International Activities.

Recruiting, developing, and supporting diverse faculty and staff;

According to the information developed by Herron to comply with the directives for reporting supplied by IUPUI Affirmative Action Office, Herron's staff and faculty during 2007 included the following:

Faculty Job Groups:
Tenured and Tenure Track:

- Total: 27
- Women: 10
- Minority: 5

Clinical & Full-Time Non-Tenure Track:

- Total: 6
- Women: 3
- Minority: 3

Other Academic: Visitors and Part-time

- Total: 40
- Women: 27
- Minority: 6

Staff Job Groups:

Staff Job Groups:
Executive/Managerial:

- Total: 2
- Women: 1
- Minority: 0

Professional Staff:

- Total: 12
- Women: 10
- Minority: 0

Clerical:

- Total: 4
- Women: 4
- Minority: 2

Technical:

- Total: 6
- Women: 2
- Minority: 2

RESULTS:

From 2003 through 2007, during a period of strong growth in the total number of full-time faculty and staff, Herron has increased the total percentage of minority full-time faculty and staff from 10% (2003) to 21% in 2007. The percentage of minority assistant professors has increased from 2003 to 2007: 33% to 38%. During the year July 1, 2006 to June 30, 2007 one full-time tenure track faculty search resulted in the hire of a new female minority hire (as an Assistant Professor of Visual Communication). The percentage of minority lecturers has increased from 2003 to 2007: -0- to 33%. While there are no current minority faculty members at the Associate and Full Professor ranks, it is hoped that Herron will retain and, ultimately, promote qualified faculty from the Assistant Professor rank. As a total percentage of academic appointments, Herron's gender representation has remained steady during 2003 to 2007: 48% to 46% are female overall. From 2003 to 2007 the total percentage of staff who are female has increased from 65% to 74%; the percentage of staff who are minority has changed from 15% to 11%. Herron strives to hire the best qualified staff and faculty, and to create a work environment where all faculty and staff succeed.

ACTIONS TAKEN:

Analysis of hiring patterns and retention:
In compliance with the directions from IUPUI Affirmative Action Office, our analysis this past year of the figures for Job Groups, Availability Analysis, and Establishing Placement Goals shows that Herron School of Art and Design (as of October 2006) has largely been successful in hiring and retaining qualified employees in the two groups: women and minorities. In most Job Groups, Herron meets or exceeds the target levels, thereby demonstrating our ongoing good faith effort to assure equal employment opportunity for women and minorities. We recognize, however, that we must remain proactive in seeking to maintain the overall balance we have currently achieved in most job groups.

The chief problems facing Herron in its quest to increase access and equity for minorities and women are:

SALARY INEQUITIES:

Herron faculty salaries are approximately 10-15% lower than the average faculty salaries in comparable academic specialties for our Peer institutions.

Salary inequity poses a problem for Herron in all aspects of recruiting and retaining highly qualified faculty. Lower than average faculty salaries makes it more difficult for Herron to recruit and retain highly qualified faculty in all positions. In just the last two years, to cite two examples: we lost one highly-qualified tenured female faculty member who resigned to go to another university for a much higher pay rate, and we were turned down in a job offer to another highly qualified female faculty applicant who took a position at another university for higher pay.

AVAILABILITY INEQUITIES:

Herron is challenged in attracting a strong pool of qualified candidates in some Job Groups. This stems from interrelated factors.

- Minorities have not traditionally entered the visual arts as a career path in the United States in proportion to their overall population.
- Indianapolis has not attracted minorities into middle and upper level positions in the workforce.
- Although qualified candidates may exist nationally, there is a problem in that we are not able to attract, in some Job Groups, the number of qualified applicants for positions at the rate identified as available.

OUTREACH EFFORTS TO RECRUIT MINORITY AND FEMALE FACULTY AND STAFF

1. Follow university procedures for advertising vacancies and interviewing candidates

TIMELINE: Ongoing, to be done during each sequence of yearly faculty searches.
WHO IS RESPONSIBLE: Human Resources Specialist, Herron School of Art and Design and search committee chair.

2. Network at professional conferences to identify minority candidates and graduate students.

TIMELINE: Continuous
RESPONSIBLE PERSONS: Dean, department chairs, search committee members

PROFESIONAL DEVELOPMENT AND PROGRESS OF MINORITY AND FEMALE FACULTY AND STAFF

Provide support to all faculty members as they progress through the promotion and tenure process.

- Herron's T & P Committee conducts a third year review with all junior faculty members, offering guidance about how best to prepare for the tenure & promotion campus dossier and review.
- New faculty members, including those who are minorities and women, in Herron's Department of Visual Communications receive extensive, ongoing support from their senior colleagues. This support helps them with the curricular development of their teaching. Additionally, the new faculty members are provided ongoing support and guidance for focusing research and professional services activities to take advantage of the opportunities available to them both nationally and locally. The Department of Visual Communication has actively recruited and hired several new women and minority faculty members in the past several years. This development of them has helped them successfully transition into their new faculty positions at Herron.
- In the Foundations Program at Herron, this past year, we have concentrated efforts on assisting a minority faculty

member who will be submitting his materials for promotion and tenure this summer. It is very important for Herron to increase the number of tenured and tenure track minority faculty members. We have made a strong effort to prepare this faculty member who is now ready to submit his materials.

- Each year, in the spring semester, Herron holds faculty workshops for all tenure-track faculty members, to provide information about the tenure & promotion process and criteria for advancement.
- Each year, in the fall semester, Herron holds an orientation workshop for all incoming new faculty members about the school, in order to help all faculty members who were starting at Herron (including women and minorities).

2) *International activities.* Over the past year, in what international projects and activities have your faculty, staff, and students engaged? What new efforts have been undertaken to internationalize the curriculum?

- Herron-organized trip to Italy in Summer 2007 (May 10-June 1, 2007) was led by Assistant Professor of Art History Jennifer Lee and Elective Arts Coordinator Anita Giddings.
- Upcoming: Herron-organized trip to London is being planned for Spring Break 2008, to be led by Herron faculty members Assistant Professor Vance Farrow and Associate Dean Craig McDaniel.
- Herron-organized trip to Greece (Athens and Paros), in summer 2008 (June-July, 2008) is being planned. This trip will be led by Assistant Professor Andrew Winship and Professor Linda Adele Goodine.
- Herron awarded a Fehnel travel scholarship to Patrick Driscoll (to support his study during Summer 2007 in France, at Pont Avon); five Herron students received Fraser Travel Scholarships for the Italy trip, summer 2007; and one student received the Wicks and Miller scholarships, in support of her study abroad for summer 2006. Three students received UROP fellowships for travel in support of independent research projects conducted during summer 2007.
- Herron School of Art and Design continued the campaign with the goal to increase funds in the Fraser Travel Scholarship endowment to $300,000-. Income from the fund will be used for awarding travel abroad scholarships to deserving students in future years. Successful events were held to raise funds and recognize donors. The campaign has now raised 2/3 of the projected total goal.
- Art History faculty routinely research international topics (e.g., Dr. Colón Mendoza (Spain, Caribbean), Dr. Lee (England, France), Dr. Robertson (wide selection of international artists).
- New Frontiers in the Arts and Humanities grants for faculty research overseas: (Herron faculty members: Jean Robertson and Craig McDaniel, traveled on a research trip in October 2006 to London)
- Herron faculty members exhibit work internationally (e.g. in 2006-2007 in Asia and Europe).

 Internationalization of Curriculum:

The Art History curriculum is international in content, from the introductory to the senior level.

Courses offered during 2006-2007 with an international focus included: Islamic Art, German Expressionism, Native American Art, Caribbean Art, Greek Art, as well as period-based courses with lots of European and global content including courses on the European Middle Ages and the Italian Renaissance, Baroque, and courses on global Contemporary art. Herron's three-semester introductory survey of Art History adopts a global perspective.

Herron Faculty representatives to IUPUI International Affairs Council (Craig McDaniel), the IUPUI Study Abroad Committee (Ilenia Colón Mendoza) and Indiana University OSAC (Jennifer Lee)

Current study abroad courses offered at regular intervals: Italy, Greece, Paris, London.

Art History has added a diversity requirement to the curriculum for Art History majors.