

Global Arts and Humanities Discovery Theme: Goal Setting Guidelines

- **Global Arts and Humanities Discovery Themes (GAH) faculty are expected to participate in a variety of scholarly activities and creative practices that contribute to the overall success of the Theme.** As articulated in the Letter of Offer, GAH faculty should define measurable goals for guiding and evaluating their contributions via a consultative process with the faculty director, GAH faculty should define measurable goals for guiding and evaluating their contributions via a consultative process with the faculty director and the chair of the faculty member's department. These goals should be developed in concert with departmental expectations for faculty performance, as specified in the department's promotion and tenure document, and in accordance with these goal setting guidelines. **The ultimate purpose is to achieve a high level of synergy between GAH and the department by providing a supportive and collaborative environment for success** with a level of individual effort that is consistent with all OSU faculty members
- Goals are intended to support faculty in satisfying their expected GAH contribution by developing disciplinary and methodological expertise in topics related to arts and/or humanities and engaging in interdisciplinary activities that build on this expertise, including adding methodological knowledge to other areas. For this purpose, **interdisciplinary activities are collaborative creative activities (e.g., performances, curation of an exhibition, etc.) and scholarly activities (e.g., publishing, grant proposal writing and management, etc.), with faculty from other disciplines in the arts and/or humanities or scholarly activities that engage a broader interdisciplinary audience within and beyond these areas, including publishing in outlets not typically associated with the faculty member's discipline or teaching students from other disciplines.** The appropriate set of goals depends on the individual faculty and is determined in consultation with the GAH faculty director and department chair. Goals should be identified with an arts and/or humanities knowledge domain.
- **Goal setting is an ongoing process and it is expected that goals will evolve over time.** Goals should be established by the end of the first year of a faculty member's appointment and updated annually. Goals will be reviewed by the GAH faculty director and department chair on an annual basis. An annual assessment by the GAH faculty director will be provided to the department chair and GAH faculty as part of the annual review process (see "Annual Review Process for Discovery Theme Faculty" at <https://ascintranet.osu.edu/faculty/annual-performance-reviews>). GAH faculty are expected to provide evidence of progress towards goals in their annual departmental report and/or core dossier that is shared with GAH.
- **Not all goals have to be met in the short term** in order to satisfy the expected contribution to GAH. We encourage faculty to set some aspirational goals. Trajectory goals are longer term and may be broken down into intermediate, shorter-term (annual) goals. Other annual goals may stand alone. We suggest 3-5 goals with a mix of annual and trajectory (see the goal setting worksheet).
- **Disciplinary-based research that is relevant to arts and/or humanities is a necessary goal.** Disciplinary publications in these areas that establish the faculty members as an expert in their field are expected and recognized as a GAH contribution. It is acceptable that this work be sole-authored.
- **Goals that focus on interdisciplinary scholarly activities beyond the faculty member's primary discipline are needed to provide a sufficient contribution to GAH.** At least one of these goals should seek to develop interdisciplinary research or creative collaborations. Other goals may include teaching and learning, outreach to broader audiences, and service to GAH that builds the university community.
- **A sustained effort by the faculty member is expected to develop interdisciplinary collaborations.** GAH cannot presage the specific nature of the collaboration and understands that this realistically cannot be promised in advance. What is crucial is that the faculty member outline goals towards this end and pursue opportunities to influence and be influenced by colleagues in other fields, thereby becoming an active participant and contributor to the GAH community.