

PROMOTION AND TENURE FACTORS FOR THE  
DEPARTMENT OF THEATRE & DANCE  
College of Fine, Performing and Communication Arts  
Wayne State University

The Department of Theatre and Dance is committed to attracting and retaining theatre and dance faculty of exceptional merit whose contributions are widely recognized. Candidates for tenure and promotion are expected to meet the highest standards in all areas of review (research/creative activity, teaching, and service) as set forth in the Wayne State University Promotion and Tenure Procedures and Factors:

"The standard of excellence in teaching, scholarship and service not only requires attainments that are at least as great as the attainments of faculty members in other public national research universities, but it also contemplates that the quality and quantity of performance of faculty members at Wayne State University improves steadily as national standards themselves become more demanding."

In the evaluation process for tenure and promotion, the Department recognizes that members of its faculty are involved in diverse areas of specialization in teaching and research/creative activity. This diversity is viewed as a major strength of the Department as it provides students with a wide range of educational experiences.

Promotion and tenure are recommended by the Department's Promotion and Tenure Committee, based on an evaluation of the candidate's past and present achievement, and whether this achievement gives a strong indication of the candidate's future contributions as justification for granting tenure. In the question of promotion, evaluation is based on whether the candidate's achievement has brought the individual to an appropriate professional and scholarly/creative level. This document is designed to detail the three areas of evaluation and, in so doing, provides guidance for candidates as they work toward the achievement of tenure and promotion.

The standards by which research and creative activity, teaching, and service are evaluated in the Department will comply with those established by the National Association of Schools of Dance, the National Association of Schools of Theatre, and the United States Institute of Theatre Technology.

All faculty members are responsible for the well-being and growth of the Department and for the furtherance of the Department's objectives. This is evidenced by professional conduct, respect for colleagues, effective and willing interaction with faculty, staff and students, and professional deportment of the candidate with regard to departmental matters.

## EVALUATION OF RESEARCH, SCHOLARLY & CREATIVE ACHIEVEMENT

Creative and scholarly research activity is fundamental to the life of the University. The candidate's continuing scholarship, professional growth, and research/creative activities are prerequisites for promotion and tenure. The Department considers research in creative work and scholarship of equal importance. Evaluation of a candidate's work will be based on artistic and academic merit, the contribution that the candidate's overall body of work makes to advancements in the discipline and profession, and the extent to which the candidate's work has gained substantial favorable national attention from scholars and artists in his/her field.

For both creative research and scholarly research, the overall impact of the candidate's work on the field holds central importance. The Department acknowledges that research and creative activities are often intertwined with teaching, and therefore, places value on research and creative activities undertaken on campus. That said, the Department expects faculty to share their work professionally on regional, national, and international levels. While individual presentations, publications and creative works are considered on their own merit, the candidate's overall body of work will be considered as a whole in promotion and tenure recommendations.

*Scholarly Research.* Faculty working in the scholarly/theoretical areas will produce research in the form of peer-reviewed papers and publications. Scholarly research involves design and implementation of projects that include theoretical investigation as well as the development of practical applications of those theories. The Department embraces the full range of methodological approaches to scholarly research. While book publication may be required in other arts disciplines for tenure and promotion, the overall body of the theatre and dance scholar's work is considered the primary indicator of excellence. Therefore, peer-reviewed book chapters in scholarly volumes, journal articles and conference proceedings papers are expected. The Department also considers non-published, peer-reviewed presentations at professional meetings to be valid indicators of scholarly activity. That said, publication remains the strongest indicator of scholarly achievement.

*Creative Research.* The creative research accomplishments of faculty who work primarily in the studio and design areas and who are practitioners of the art (choreographers, directors, performers, designers, voice/dialect specialists, theatre managers, and those who direct dance reconstruction and notated works) are considered equivalent to scholarly research in value to the Department. Just as scholarly work must be disseminated through publication or presentation at professional meetings, creative research should be disseminated through production and performance of the work. Evaluation of creative research in one's field of specialty includes: assessment of professional accomplishments such as exhibitions, performances, choreographies, designs, and presentations at conferences, where such participation contributes to the field; artistic direction of theatre- and dance-related concerts and projects; and evidence that the candidate has remained current in the field and maintained an ongoing program of professional growth. Invitations and commissions of significance at the regional, national, and international level to create choreographic and theatrical work, re-staging one's creative work, performing in solo recitals or ensemble performances are also considered. Work produced at regional, national, and international venues is weighted more heavily than work given for campus or local audiences; and work produced apart from that considered to be the candidate's regular teaching responsibility receives more recognition.

In all cases, positive reviews and other forms of evaluation and recognition of creative and/or scholarly work is given appropriate weight. This includes grants, awards, honors, prizes, favorable reviews, wide and favorable citation of scholarly work and similar recognition of the quality and importance of contributions. Descriptions and supportive documentation for creative work such as programs, attendance data, commentaries, or similar information is helpful in conducting evaluations. Consideration will be given to such factors as whether the candidate's accomplishments are: regional, national, or international in scope; invited, juried/refereed, or commissioned; and consonant with the creative and/or scholarly expectations for faculty in the candidate's area of specialization. In the case of invitations, juried/refereed activities, and commissions, the professional qualifications of the editors, jurors/referees, rigor of the evaluative process, quality of the competitive pool, and the candidate's overall contributions to advancements in the field will be taken into consideration as appropriate. Additional measures used to evaluate a candidate's research and creative activity may include, but are not limited to: invited, refereed, or non-refereed status; role of participant (collaborator and degree of responsibility); a

sustained engagement in creative or research program; awards and honors; and the Chair's summative evaluation.

## EVALUATION OF TEACHING

The Department requires faculty to demonstrate excellence in teaching. Sustained quality in teaching is essential for promotion and tenure. Teaching will be evaluated by the Chair and the Promotion and Tenure Committee, including an examination of the faculty member's teaching methodology and ability to transmit knowledge and creative approaches to the University's diverse student body. All levels of teaching skills will be evaluated and will include: undergraduate and graduate teaching (where appropriate); formal classroom and structured creative activities; coaching and evaluating student participation in public performance, and individual mentoring.

For purposes of evaluation, the tenure/promotion portfolio should show documentation of teaching and may include, but is not limited to, the following information: philosophy of teaching statement; course syllabi; examinations/assessment tools; audio and/or video documentation of student work; and primary and supplemental course materials. Student evaluations of teaching (SET) are a primary source of information regarding the teaching effectiveness of the applicant. In the area of graduate study, essays, theses, MFA exit projects, and dissertations supervised by the candidate will constitute a further indication of teaching-related abilities.

Additional teaching-related assignments that may be included for evaluation include supervision of graduate or undergraduate student performance/research; mentoring and coaching, performance evaluations; curriculum development; online/WEB course design and teaching; and directed studies. Evidence of student learning may include student performance/presentation of scholarship and research, internships, honors coursework and honors theses, and professional auditions at local, regional and national conferences or public performances.

Other considerations in evaluating teaching may include, but are not limited to: awards and honors for teaching excellence or innovation; self-evaluation; commendations; curricular innovation; internships/fieldwork development and supervision; and adoption of curricular or teaching material at other institutions.

Promotion and tenure should be awarded to an artist/teacher in recognition of achievement as a practitioner and theorist of the art—providing an exemplary model for students; in recognition of excellence in teaching in the classroom, studio and performance venue; and in recognition of the individual's contribution to the well-being and growth of the Department.

## EVALUATION OF SERVICE

Faculty members are expected to contribute directly and indirectly to the University, College, Department, profession and broader community through a substantial level of non-instructional activities. Service activities may vary between disciplines in Dance and Theatre. The evaluation of service will include consideration of the following activities:

*University, College and Department.* Committee chair; committee member; regular participation in faculty meetings; departmental administrative assignments (program directors or coordinators); student advising load beyond what is expected; student group advising; student counseling; and student advising of research and creative projects or honors theses beyond normal expectations of faculty.

*Profession* (regional, national and international). Activities in professional organizations may include elected offices, board membership, committee and conference chairs, committees of professional organizations; service on audition committees and adjudication panels; award commissions; advisory and review boards; editorship of journals and conference proceedings; editorial board membership; and adjudicators and peer reviewers.

*Public Service* (broader community). Professional skills and expertise are exercised to benefit the public or private sector through public lectures and workshops, board membership, and other community and public service commitments.

The above activities may be solicited, unsolicited, appointed, elected, ad hoc, paid or unpaid. WSU Factors state that "... *distinction should be made between very important and nominal service assignments, between brief and extended service, between regular and erratic participation, and between effective and ineffective involvement.*"

The following service activities give strong evidence of service excellence (but are not limited to): letters of acknowledgement from organizations, institutions, and

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community leaders; awards and honors; commendations by faculty, colleagues and university leaders; significant contributions to the development or enrichment of the Department, College or University through recruitment, fundraising or promotional activities. Additional non-instructional service contributions to the Department and College are considered, including non-artistic organizational or supervisory activity such as touring, student study trips, travel abroad and other such activity determined by the Department are also included.