Theater Department
Statement of Expectations for Appointment, Reappointment, Promotion
Conferring Tenure and Promotion to the Rank of Professor

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1. Introduction

The Theater Department values academic and/or artistic production in all fields of theatrical expertise, among them acting, criticism, design, directing, dramatic literature, history, new media, playwriting, service-learning, and technical direction.

In accordance with the Faculty Handbook Academic Council By-Laws section 502, the Theater Department considers the following criteria for appointment, reappointment, and promotion:

Teaching, scholarship, and colleagueship are the three basic criteria by which a candidate for appointment, reappointment, and promotion to the high ranks should be judged. Both performance and promise in these categories should be evaluated.

For the purposes of tenured and tenure-track faculty searches and appointment, the appropriate terminal degrees for Theater faculty are MFA and/or PhD.

A specific set of expectations will be formulated on a case-by-case basis, within the general framework of the departmental tenure and promotion expectations described in this document. In accordance with Wesleyan’s Faculty Handbook, such expectations should be determined in consultation with the VPAA and communicated to the candidate at the time of his/her hire.

We recommend that the candidate, the department chair, and the candidate’s mentor be in regular communication regarding the pace, quantity, and quality of the artistic/scholarly record; teaching; and colleagueship.

SCHOLARSHIP

The Academic Council By-Laws section 502b in Wesleyan University’s Faculty Handbook states that “scholarship”

Refers to intellectual power, depth and breadth of knowledge, originality and skill in research, creativity and significance of executed work, past contributions to knowledge, and promise of future growth. Published, performed, and executed works, important as a contribution to knowledge and understanding, are also the clearest measure of their author’s scholarship. Other evidence might include mastery of skills and disciplines outside the candidate’s field.

In regards to the criterion “scholarship,” for the purposes of tenure and promotion the Theater Department equally considers artistic and scholarly production. It expects the department’s tenured and untenured faculty to generate a significant and original body of creative and/or
scholarly work based on in-depth research. Consistent with our disciplines of theater and performance studies, such research may include emergent and non-traditional forms of artistic and scholarly production.

A candidate may focus strictly on artistic or scholarly production, or on a combination of the two. The department welcomes research that merges theory and practice, as well as a candidate’s growth in disciplines outside of his or her primary field. Regardless, his or her research should be made public for evaluation in formats that rely on peer review and/or are recognized outlets of professional artistry.

Examples of accepted venues include but are not limited to university, non-profit, and trade presses; specialized periodicals or websites; commercial or non-profit theaters; galleries, festivals, site-specific productions, screenings, and virtual venues sponsored by reputable organizations; conferences, professional panels, public forums, and recognized meetings of learned societies.

In the consideration of tenure cases with emphasis on scholarly production, the Theater Department normally expects a book manuscript that is published or accepted for publication by a well-regarded press that uses peer-reviewers as referees. Promotion to full professor also requires a book manuscript, preferably published or accepted for publication, or a substantial body of articles that make a significant contribution to the candidate’s field.

For tenure and promotion cases with greater emphasis on artistic production, the department typically expects a body of work that is representative of the candidate’s excellence in his or her field of expertise and demonstrates professional standing. They should have been designed, performed, and/or staged in venues outside Wesleyan University. When appropriate for deeper understanding of the scope and context of the candidate’s artistry, on campus productions may be included in a candidate’s tenure and promotion dossiers. In these cases, the Theater Department underscores that artistic work produced on campus should be considered within its educational context and will not serve as a substitute for the candidate’s professional work.

Evidence of professional recognition in the field includes awards, fellowships, professional reviews, and residencies; invitations to present work and nominations to serve the field such as leadership in learned and/or professional societies; invited or elected membership in arts and editorial boards; and curatorship or adjudication of performance-oriented events.

TEACHING

Candidates considered for tenure and promotion are expected to have demonstrated excellence in teaching and advising. The tenured members of the Department will arrive at a judgment of excellence in teaching, as informed by the candidate's teaching statement, the long-term trend in student teaching evaluations, which combine quantitative data with qualitative comments, syllabi, letters from students and alumni, and reports submitted by other faculty who have co-taught with the candidate or who have observed the candidate's teaching. The candidate's statement on teaching should include evidence of an effort to address any significant student concerns, should there be any.
The Theater Department considers it important that a candidate dedicates time to advising, mentoring, and other forms of pedagogy such as coaching, directing, and acting, designing, coaching, and so forth.

The department expects candidates for tenure and promotion to full professor to demonstrate commitment to the highest quality of teaching through thoughtful pedagogical engagement and reflection on feedback received from students and colleagues. Candidates for promotion conferring tenure should demonstrate improvement in their teaching over the years; those under consideration for promotion to full professor should exhibit a consistent record of quality teaching.

As theater is by definition an interdisciplinary field, the department is particularly appreciative of a candidate’s teaching accomplishments and engagements in and across divisions.

**COLLEAGUESHIP**

At the time of promotion, candidates are also expected to have provided distinguished service and colleagueship to the field, the department, and the university, as well as have contributed significantly to the intellectual and cultural life of the department and the Wesleyan community. Wesleyan University’s Faculty Handbook, Academic Council By-Laws section 502c, states that “colleagueship”

> Refers to contributions to the collegial life of the faculty as a community of scholars. Of particular importance is effectiveness in stimulating the thinking of colleagues, and encouragement and constructive criticism of their work, both on the more formal occasions when faculty meet for serious discussion and in day-to-day associations with colleagues inside or outside the department. More generally, the value of a colleague is a measure of his/her participation in the intellectual life of the University beyond the classroom and beyond special research interests, and of the colleague’s share in establishing the conditions for sustaining a stimulating intellectual atmosphere at Wesleyan.

The Theater faculty recognizes that tenure-track candidates should be sheltered from excessive committee work, as well as departmental or university administrative tasks during his/her first years of employment. At the same time, there are some collegial contributions that are important in the consideration of tenure-track faculty’s promotion.

The department will consider as evidence of contribution to the field works such as, but not limited to, guest lectures and master classes, invited or elected membership or adjudication in arts and editorial boards or events, and leadership in learned and/or professional societies, and residencies. Examples of departmental colleagueship include contributions to governance, leadership in curricular and planning, and other significant duties. Contributions to the university at large includes elected and volunteer membership to committees, the presentation of talks and the similar at courses taught by colleagues in and outside the Theater Department, the organization of conferences, exhibits, and performances by guest scholars and artists, collaboration in Wesleyan-sponsored productions, assistance to alumni relations, and support of student organizations.