

**Criteria for Evaluation of Dance Faculty**  
**Department of Dance**  
**02/19/2015**

**Introduction**

The Department of Dance values the ways scholarship, teaching, collegueship and leadership are interwoven practices in the discipline of dance. Each candidate for promotion with tenure is expected to demonstrate excellence in research, teaching, and collegueship. Each candidate for promotion to Full Professor is expected to have a continued record of excellence in research, continued or increased excellence in teaching, and continued or increased contribution to collegial life. Candidates for promotion to Associate Professor with tenure, and promotion to Full Professor are expected to make significant contributions to the department, the university and the field.

In cases where candidates for promotion with tenure or promotion to Full Professor have substantive professional records in scholarship, teaching and collegueship prior to their matriculation with Wesleyan, the department will consider this work, as appropriate, along with work completed at Wesleyan.

**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 (Faculty Handbook Academic Council By-Laws Section 502b).'*

The Department of Dance encourages each candidate applying for reappointment, promotion with tenure, or promotion to Full Professor to pursue a specific & rigorous research agenda in performative, written, or a combination of the two, approaches to scholarship. The department expects each candidate for promotion to Associate Professor with tenure to produce a significant number of performances and/or substantive written work. Performative scholarship in dance includes choreography, performance, and creation digital/multi media works. Performative work may be presented in traditional theatrical or other publicly engaged contexts (i.e. site-specific performance, interactive community-engaged performance, or digital medium). Written scholarship may include peer-reviewed books, book chapters, journal articles, as well as new technological or multi-media publications.

The department expects each candidate for promotion to Full Professor to demonstrate continued excellence in research that indicates evolving depth and rigor post-tenure. This is demonstrated by production of a significant number of performances and/or substantive written work. Performative scholarship in dance includes choreography, performance, and the creation of digital/multi media works.

Performative work may be presented in traditional theatrical or other publicly engaged contexts (i.e. site-specific performance, interactive community-engaged performance, or digital medium). Written scholarship may include peer-reviewed books, book chapters, journal articles, as well as new technological or multi-media publications.

In close conversation with the department leadership, the candidate is responsible for defining the categories of scholarship for which he or she expects to be evaluated. Criteria within each category of scholarship are stated below. The candidate is responsible for providing evidence, not only of scholarship but also the quality of scholarship for each submission under consideration.

### **Performative Scholarship**

Quality of performative work is indicated by:

- Consistent engagement within the field as performer and/or choreographer.
- The significance of the performance venue as demonstrated by: the prestige attributed to the performance venue, and/or the relevance and appropriateness of the cultural context of the site (i.e.: site-specific performance, interactive community-engaged performance). Work that is researched and created on campus with Wesleyan students is considered equivalent in rigor to work that is researched and created with hired artists or off-campus. The candidate should address the appropriateness and rigor of the venue in the dossier.
- Evaluations or reviews of a candidate's work, which are submitted for public distribution by critical viewing dance professionals (online or hard copy).
- In instances where no published reviews exist, or where the nature of the candidate's work precludes traditional published reviews (such as community engagement work or site specific performance) the department will solicit peer reviews by appropriate, qualified professionals.
- Invitations to university or professional settings to create or stage dance works or interdisciplinary projects. In keeping with the practices of the discipline of dance, excellence is also demonstrated by invitations to serve as a master teacher, performance adjudicator, arts council jury member, curator, board member, or programmatic reviewer.
- Awards and commendations including fellowships, grants and residencies.
- Peer-review. 'Peer-review' in the field of dance includes both post-production review by critics and scholars, as well as pre-production invitations and commissions to produce work that are selected through a qualified peer-review process.

### **Written Scholarship**

Quality of written work is indicated by:

- Consistent engagement within the discipline of dance through publication including journal articles, book chapters, collaboratively created written

- works, and single author texts. This may also include service as an editor or reviewer.
- Invitations to present written scholarship at dance conferences, universities or other professional environments.
  - The significance of the publication. The candidate should present the prestige of the publication in the dossier.
  - Awards and commendations including fellowships and grants.

### **Emergent and Non-Traditional Scholarship**

The Department of Dance actively supports innovation in its faculty including new and emergent practices in the creation and dissemination of scholarship. New media, service learning, and interdisciplinary collaborations are recognized ways to generate significant scholarship. Quality of this scholarship will be evaluated through: consistency of engagement; notable invitations to present or publish; a rigorous peer review process either before or after dissemination; as well as awards and commendations including fellowships and grants. In keeping with the evolving discipline of dance, the department values traditional written and performative research as well as new and emergent approaches to artistic and scholarly activity. Both can be considered equally in decisions for promotion with tenure and promotion to Full Professor.

In all cases, we recommend that the candidate be in regular communication with department leadership and/or his or her mentor regarding the pace, quantity, and quality of the research.

### **Teaching**

*'For purposes of evaluation, teaching refers primarily to classroom performance and promise as evaluated by students and other teachers. The influence on and contribution of the candidate to the teaching of his/her colleagues should also be considered. Supplementary evidence might include a candidate's contribution to formulating new or improved courses, programs, or teaching techniques and also his/her availability to and effect on students as a counselor (2012-13 Faculty Handbook Academic Council By-Laws Section 502a).'*

In the Department of Dance we expect our colleagues to be excellent in both seminar and studio contexts. We encourage curricular innovation, and take into account the risks of mounting new courses and material. In all cases, we take into consideration evidence of responsiveness to student evaluation and responsiveness to the curricular needs of the department.

Candidates for promotion to Associate Professor with tenure are expected to make significant contributions to the core curriculum of the dance department through teaching of new and existing courses as well as through the one on one mentorship of students. In addition, they are expected to develop new, innovative courses that reflect their own research trajectories.

Candidates for promotion to Full Professor are expected to continue to make significant contributions to the core curriculum of the dance department through teaching of new and existing courses as well as through the one on one mentorship of students. In addition, they are expected to continue to develop new, innovative courses that reflect their own research trajectories.

Excellence in teaching is indicated by

- Student evaluations - The candidate's teaching evaluations should show strong evidence of effective teaching in quantitative terms; remarks in the narrative section should demonstrate that students have learned from and appreciated the candidate's courses and teaching. The candidate's statement on teaching should include evidence of an effort to address any significant student concerns, should there be any.
- Effective advising of dance majors, pre-major advising, and serving as a reader, mentor or co-advisor for other majors.
- Evaluations from colleagues who have experienced the results of the candidate's teaching in the context of AMPERSAN courses and Senior Capstone Research.
- Peer review of teaching by colleagues in the department who observe the candidate's work.
- Teaching invitations from other academic and professional institutions.
- Innovation in teaching methods.

### **Collegueship**

*'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 (2012-13 Faculty Handbook Academic Council By-Laws Section 502c).'*

The Department of Dance expects our colleagues to contribute to the intellectual life and leadership of the department, the University and the field. As a department with an extensive performance production agenda, it is acknowledged that a substantive amount of service to the department is expected of both Associate and Full Professor candidates. 'Production' is central to the intellectual life of our discipline, and is prioritized in the assessment of collegueship.

Candidates for promotion to Associate Professor with tenure are expected to contribute to the department, university and discipline of dance as Assistant Professors. However, to enable our junior faculty to develop their research and

teaching there is no expectation that major administrative positions within the department will be held.

Candidates for promotion to Full Professor are expected to continue to make significant contributions to the department, university and discipline of dance commensurate with their growing stature as artists and scholars. These contributions are expected to be more extensive post-tenure than at the time of tenure.

Excellence in Collegueship is indicated by:

- Serving as active, constructive members of the Department of Dance Steering Committee.
- Serving as active, constructive members of other department and university committees.
- Taking organizational leadership for programmatic functions in the department including the following: Chair (for promotion to Full Professor only), Prospective Major's Advisor; Friday/Visiting Artist Coordinator; Supervising the Student Production Coordinator; and Coordination of the Annual Cynthia Novack Lecture.
- Coordination of a number of departmental performances and productions selected from the following: Worlds of Dance Coordinator (Fall and Spring); Spring Dance Concert Coordinator; Winter Dance Coordinator; Fall Thesis Liaison; Spring Thesis Liaison; Javanese Dance and Music Concert Coordinator (Fall and Spring); West African Dance Concert Coordinator (Fall and Spring); Fall Faculty Concert Liaison; Spring Faculty Concert Liaison; Student Production Supervisor; CFA and Breaking Ground Liaison; Breaking Ground Dance Series Committee; Navaratri Festival Committee.
- Significant contributions to the intellectual life of the department and the university through public performance or other public engagement in research, scholarship, or teaching activities and events.
- Curating performances, lectures, conferences or other professional gatherings for the department, university or the field.
- Serving as active, constructive members of Boards for university and professional organizations.
- Serving as members or officers for professional associations.

All candidates should consult the Faculty Handbook for policies and procedures bearing on tenure and promotion decisions.

Approved by the Advisory Committee on January 23, 2015.