

**Wesleyan University
Theater Department**

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

Submitted by Tenured Faculty in the Theater Department and
approved by the campus Advisory Committee,
November 2018

Introduction

The Theater Department values the ways in which scholarship, teaching, collegueship and leadership are interconnected practices in the discipline of theater. Each candidate for promotion with tenure is expected to demonstrate excellence in research, teaching, and collegueship. Each candidate for promotion to 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 Professor are expected to make significant contributions to the department, the university and the field.

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

Teaching, scholarship, and collegueship 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.

Scholarship

The Academic Council By-Laws, Section 502b states the following:

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.

For the purposes of tenure and promotion, the Theater Department equally considers artistic and scholarly production as scholarship. It expects the department's tenured and untenured faculty to generate a significant and original body of creative work, and/or scholarly work, and/or work that blurs the boundary between artistry and scholarship 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.

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).

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, which will be determined in consultation with the candidate at time of hire, the Theater Department normally expects a book manuscript that is irrevocably accepted for publication by a well-regarded press that uses peer-reviewers as referees. Promotion to professor also requires a book manuscript, accepted for publication, or a substantial body of articles that makes a significant contribution to the candidate's field.

For tenure and promotion cases with greater emphasis on artistic production, which will be determined in consultation with the candidate at time of hire, 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. The body of work should have been designed, performed, and/or staged in pertinent venues according to the nature of the artistic work. When appropriate, academic productions may be included in a candidate's tenure and promotion dossiers.

The Theater Department strongly recommends that the candidate be in regular communication with his or her mentor regarding the pace, quantity, and quality of the artistic/scholarly record. In instances where no published reviews exist, or where the nature of the candidate's work precludes traditional published reviews, the department will solicit peer reviews by appropriate, qualified professionals.

Additional 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 to full are expected to have demonstrated quality teaching and advising (see Academic Council Guidelines in Section 5.5.103 for evaluation of teaching). The By-Laws of the Academic Council, Section 502a states the following:

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.

In line with the particularities of our disciplines, the Theater Department determines that it is important that a candidate dedicates time to advising, mentoring, and teaching that takes place outside of the classroom, such as individual and group tutorials, thesis advising, coaching, directing and acting scenes, design critiques and mentoring, and so forth. The Theater Department notes that tenure-track candidates in consultation with their departmental mentors should not engage in an excessive number of such teaching activities. 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.

Service/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. The By-Laws of the Academic Council, Section 502c, states the following:

Colleagueship. Refers to contributions to the collegial life of the faculty as a community of scholars and to faculty and university service. Colleagues are expected and encouraged to contribute generously to multiple aspects of university life. Of particular importance is service at the department/program and university level. Equally important 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. Sharing service in an equitable manner helps establish the conditions for sustaining a stimulating intellectual atmosphere for all faculty members at Wesleyan.

The Theater faculty recognizes that tenure-track candidates should be sheltered from excessive committee work (as determined by the mentor and the department in consultation with the candidate), as well as departmental or university administrative tasks during his/her first year of employment. At the same time, there are some collegial contributions that are important in the consideration of tenure-track faculty's promotion. It is the mentor's responsibility to guide the candidate to balance their service to the university, as well as their teaching expectations, during his/her first year to allow the candidate time for scholarship and/or artistic production.

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 collegueship include contributions to governance, leadership in curricular and planning, and other significant duties. Contributions to the university at large include elected and volunteer membership to committees, the presentation of talks, 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.

I acknowledge receipt of the Theater Department STATEMENT OF EXPECTATIONS FOR APPOINTMENT, REAPPOINTMENT, PROMOTION CONFERRING TENURE AND PROMOTION TO THE RANK OF PROFESSOR.

Signature

Date