

**Faculty Performance Expectations  
THEATRE**

Professional faculty members will be measured against the expectations listed under teaching and service (see section 5.224 and 5.226). Professorial faculty members will be measured against the expectations listed under teaching, scholarship and service (see sections 5.224-5.226).

All faculty members should be making progress toward performing at the preferred level in each of the areas applicable to their appointment. The acceptable level describes the minimum performance expected for continued employment. Note: unacceptable performance is defined as below an acceptable level and may require a plan for correction (see 5.370).

The preferred level describes the average or typical performance level for a faculty member making good progress toward final promotion. The exceptional level would characterize and recognize faculty who demonstrated significant achievements, well beyond the preferred level.

All faculty members must have the educational background required and have completed the required years in rank prior to the effective date of promotion or the required years of service prior to the date of awarding of tenure or a three-year extendable appointment (see section 5.223).

In addition, the faculty member’s performance portfolio must be reviewed and demonstrate that there are sufficient contributions in each of the areas appropriate to the faculty member’s appointment. Faculty must meet or exceed the acceptable performance level in each area applicable to their appointment. The number of areas required to exceed the acceptable level gradually increases (see table below) until all areas must be at the preferred level for final promotion (Senior Instructor 2 or Full Professor). Note: exceptional performance is not expected, nor required for promotion to any rank, however faculty members may elect to replace preferred performance in two areas with acceptable performance in one area and exceptional performance in the other.

**Minimum Promotion and Tenure Performance Requirements**

	Min Acceptable	Min Preferred	Min Exceptional
<b>SR Instructor 1 (3 year extendable appt.)</b>	1	1	
<b>SR Instructor 2</b>		2 — OR —	
<b>Associate</b>	1		1
<b>Tenure</b>	2	1	
<b>Professor</b>	1	2 — OR —	
	2	3 — OR —	1
	1	1	1

In reviewing the characteristics at each level, no faculty member will exactly fit the description in any one column. The evaluation goal is to identify the column that best describes an individual faculty member's performance in this area.

## Teaching Performance Levels

Acceptable	Preferred	Exceptional
<p><b>Student evaluations</b></p> <ul style="list-style-type: none"> <li>● Rate instructor’s teaching effectiveness “very good” or higher (see section 5.260)</li> </ul> <p><b>Classroom Instruction</b></p> <ul style="list-style-type: none"> <li>● Evidence of a commitment to improve instruction, such as               <ul style="list-style-type: none"> <li>○ Professional development activities that impacted instruction</li> <li>○ Work with colleagues that impacted instruction</li> </ul> </li> <li>● Evidence of effective practices, such as               <ul style="list-style-type: none"> <li>○ Reflection and self-improvement</li> <li>○ Engaging teaching methods</li> <li>○ Providing meaningful classroom experiences</li> </ul> </li> </ul> <p><b>Curricular Development</b></p> <ul style="list-style-type: none"> <li>● Integrates courses into departmental programs, such as               <ul style="list-style-type: none"> <li>○ Effectively prepares students for subsequent courses</li> <li>○ Effectively builds on students prior learning</li> <li>○ Effectively addresses dept’l learning outcomes</li> </ul> </li> </ul> <p><b>Departmental Needs</b></p> <ul style="list-style-type: none"> <li>● Cooperates with program faculty in meeting departmental loading needs</li> </ul>	<p><b>Student evaluations</b></p> <ul style="list-style-type: none"> <li>● Rate instructor’s teaching effectiveness at or near “outstanding” (see section 5.260)</li> </ul> <p><b>Classroom Instruction</b></p> <ul style="list-style-type: none"> <li>● Evidence of a commitment to improve instruction (see acceptable column)</li> <li>● Beyond evidence of effective practices (see acceptable column), also shares successful and/or innovative practices with colleagues</li> </ul> <p><b>Curricular Development</b></p> <ul style="list-style-type: none"> <li>● Beyond integrating courses into departmental programs (see acceptable column), also is an effective partner in curricular and program design and delivery</li> </ul> <p><b>Mentoring</b></p> <ul style="list-style-type: none"> <li>● Actively involved in some student mentoring activities</li> </ul> <p><b>Departmental Needs</b> (see acceptable column)</p>	<p><b>Student evaluations</b></p> <ul style="list-style-type: none"> <li>● Rate the instructor’s teaching effectiveness well into the “outstanding” category (see section 5.260)</li> </ul> <p><b>Classroom Instruction</b></p> <ul style="list-style-type: none"> <li>● Recognized by colleagues as a highly skilled and knowledgeable instructor</li> <li>● Models excellent teaching</li> <li>● Demonstrates attention and responsiveness to student needs</li> </ul> <p><b>Curricular Development</b> (see preferred column)</p> <p><b>Mentoring</b></p> <ul style="list-style-type: none"> <li>● Significant student mentoring activities (either in quantity or quality of work with students)</li> <li>● Mentors colleagues to develop their instructional abilities (assessment, curricular design, effective delivery, etc.)</li> </ul> <p><b>Departmental Needs</b> (see acceptable column)</p>

[Department Expectations take the form of added bullets (solid circles) under any or all of the headings above as well as added bullets (open circles) under any or all of the existing bullets above.]

## Service Performance Levels

Acceptable	Preferred	Exceptional
<p><b>Departmental Service</b></p> <ul style="list-style-type: none"> <li>● Active participant in dept'l work:               <ul style="list-style-type: none"> <li>○ Advising students in dept'l programs; writing letters of recommendation; assisting at preview days, registration and orientation activities; and other advising related activities</li> <li>○ Effective contributor on his/her fair share of dept'l committees</li> <li>○ Effectively carrying out his/her fair share of individual dept'l tasks</li> </ul> </li> </ul> <p><b>University/Professional Service</b></p> <ul style="list-style-type: none"> <li>● Some activity beyond department or program (e.g. serve on active University committee most years under review). Active service in professional organization or capacity may substitute for a University committee.</li> </ul>	<p><b>Departmental Service</b> (see acceptable column)</p> <p><b>University/Professional Service</b></p> <ul style="list-style-type: none"> <li>● University service on active committees (at least one committee every year under review, more if committee(s) is not very active). Active service in professional organization or capacity may substitute for a University committee.</li> <li>● Effective partner in accomplishing assignments</li> </ul> <p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>● Some documentable accomplishment in a leadership role at the departmental, institutional or professional level during period under review (department chair, program coordinator, faculty program director, chair active committee, lead taskforce, significant individual task, etc.)</li> </ul>	<p><b>Departmental Service</b> (see acceptable column)</p> <p><b>University/Professional Service</b> (see preferred column)</p> <p><b>Leadership</b></p> <ul style="list-style-type: none"> <li>● Recognized as a faculty leader on campus</li> <li>● Served in multiple leadership roles</li> <li>● Significant accomplishments at the institutional level as a faculty leader (either multiple committees or taskforces, as a program director, as a department chair, or other significant leadership responsibilities resulting in multiple documentable achievements that furthered the institutional mission)</li> </ul>

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## Scholarship Performance Levels

Acceptable	Preferred	Exceptional
<p><b>Originality</b></p> <ul style="list-style-type: none"> <li>• A combination of at least 3 publications, presentations and/or grant applications were cited</li> <li>• Each publication, presentation, and/or grant application cited included some original content from this faculty member</li> </ul> <p><b>Meaningfulness</b></p> <ul style="list-style-type: none"> <li>• Must include at least one publication</li> <li>• May include one or more presentations</li> <li>• May include external grant application(s) even if not funded</li> </ul> <p><b>Review</b></p> <ul style="list-style-type: none"> <li>• All publications, presentations, and/or grant applications must have passed at least a generous review process</li> </ul> <p><b>Dissemination</b></p> <ul style="list-style-type: none"> <li>• Three publications, presentations, and/or grant applications cited must have been with a regional or national organization or publication OR have received regional or national dissemination.</li> </ul>	<p><b>Originality</b></p> <ul style="list-style-type: none"> <li>• A combination of at least 4 publications, presentations and/or grant applications were cited</li> <li>• Each publication, presentation, and/or grant application cited included some original content from this faculty member, some of which included significant original content</li> </ul> <p><b>Meaningfulness</b></p> <ul style="list-style-type: none"> <li>• Must include at least one national publication or two regional publications</li> <li>• May include one or more presentations</li> <li>• May include modest external grant award(s) (e.g. a \$10K one-time grant)</li> </ul> <p><b>Review</b></p> <ul style="list-style-type: none"> <li>• One publication, presentation, and/or grant application cited must have passed at least a moderately competitive review process. Others should have passed at least a generous review process.</li> </ul> <p><b>Dissemination</b></p> <ul style="list-style-type: none"> <li>• At least one publication, presentations, and/or grant applications cited must have been with a national organization or publication OR have received national dissemination. Others may be regional.</li> </ul>	<p><b>Originality</b></p> <ul style="list-style-type: none"> <li>• The quantity and/or quality of publications, presentations, and/or grant applications cited were well above average with significant original content from the faculty member</li> </ul> <p>Examples:</p> <ul style="list-style-type: none"> <li>○ A combination of at least 5 publications, presentations and/or grant applications were cited</li> <li>○ A single pivotal publication in the field, widely recognized for its impact, which results in invitations to conferences, workshops, or follow up activities</li> </ul> <p><b>Meaningfulness</b></p> <ul style="list-style-type: none"> <li>• Faculty recognized as a scholar/expert in field either regionally or nationally</li> </ul> <p>Examples:</p> <ul style="list-style-type: none"> <li>○ Significant national publication or presentation</li> <li>○ Invited speaker at major conference</li> <li>○ Consultant for significant state or national organization</li> <li>○ Sizeable external grant award(s) (e.g. multi-year grant in excess of \$500K)</li> </ul> <p><b>Review</b></p> <ul style="list-style-type: none"> <li>• Most publications, presentations, and/or grant applications cited must have passed at least a moderately competitive review process. This may include securing professional work as a specialist in the field at competitive</li> </ul>

		<p>regionally/nationally recognized theatres.</p> <ul style="list-style-type: none"> <li>• For publications: At least one formally refereed article that underwent a highly competitive review process</li> </ul> <p><b>Dissemination</b></p> <ul style="list-style-type: none"> <li>• At least three publications, presentations, and/or grant applications were nationally disseminated or recognized</li> </ul>
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Within performing arts and theatre in academic institutions, it is generally accepted and agreed that publication is equivalent to creative activity that is presented to the public. In theatre, there are significant aspects of research and scholarship required for the production of a play. The list below illustrates these criteria and may be utilized in the evaluation for Promotion and Tenure. If further clarification is needed, please refer to the creative activity guidelines from the Association of Theatre in Higher Education (ATHE) or the United States Institute for Technical Theatre (USITT).

Theatre publication and presentation may include:

- A published scholarly article (author or co-author)
- A published book (author or co-author)
- Editor of scholarly article or published book
- Direction of theatrical production
- Dialect and/or voice and speech direction of theatrical production
- Movement and/or combat direction of a theatrical production
- Technical direction of a theatrical production
- Casting direction of theatrical production
- Design of scenery, costumes, lights, projection, or sound for a theatrical production
- Supervision of the implementation of scenery, costumes, lights, projection, or sound for a theatrical production
- Implementation (build) of scenery, costumes, lights, projection, or sound for a theatrical production
- Presentation or adjudication of a performance, design, master class, or theatrical process as part of a local/regional/national or international conference or festival

National presentation/publication includes presentations at the regional conferences of national organizations such as Kennedy Center American College Theatre Festival (KCACTF), United States Institute for Theatre Technology (USITT) or conferences of professional organizations such as Actors Equity Association (AEA), Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA), Voice and Speech Trainers Association (VASTA), Educational Theatre Association (EdTA), and Association for Theatre in Higher Education (ATHE). Presentations may also include workshops or classes as a guest artist at another academic institution or for a professional organization.