

**Promotion and Tenure Criteria
Theatre Department
Washburn University**

Candidates for tenure and/or promotion must first meet all requirements for tenure and promotion as described in the *Washburn Faculty Handbook*. This includes completion of a terminal degree in the area of expertise. Candidates must also satisfactorily meet department criteria in the areas of teaching, creative production scholarship/research and service before consideration for tenure or promotion, as described below.

Tenure

Teaching

The successful candidate for tenure must demonstrate and be able to document excellence in teaching. This must be verifiable by student perception survey results administered by the College and, if available, by department generated student evaluation mechanisms. Statements of teaching effectiveness from department alumni, teaching colleagues, outside peer evaluators and professional colleagues are also acceptable as evidence of successful teaching. The successful candidate must also possess a defined commitment:

- to professional standards as a teacher and theatre practitioner
- to the importance of Theatre within the context of the Liberal Arts
- to participation in department co-curricular and extra-curricular activities
- to student success through mentoring
- to non-major students and general education principles
- to student matriculation through thorough advisement procedures
- to creative teaching innovation
- to stimulating and sound theatre experiences
- to assume the role of teaching artist

Creative Products/Performances, Scholarship, Research, Professional Development

Public theatre performances which occur several times a year in the Neese-Gray Theatre are representative of the result of individual faculty research, scholarship and creative work as well as the ongoing collaboration of faculty in the process of creative work and production. The theatre is by its nature a composite art and a collaborative venture. Artists in the theatre do not work in a vacuum. Successful faculty in Theatre must be collaborative. The process which leads to performances where faculty direct, design, act and interact with student technicians and actors exemplifies the idea of faculty member as mentor/artist/teacher. With this guideline faculty must be committed to research connected with production responsibilities

to produce sound and successfully realized creative work in areas of design, directing,
acting or playwriting
to cooperate collaboratively
to successful mentoring of students as performers and theatre practitioners
to the process as well as the product

Research and scholarship in the areas of theatre history, literature, theory and criticism
must be attested to by a record of publication and for an ongoing research agenda.

Service

A candidate for tenure must present evidence of university and community
service. Service to the department and the university may be demonstrated in several
ways:

participation on departmental, college and university committees
contribute to and assist in the ongoing activities of the department
departmental recruitment activities-on and off campus
departmentally assumed responsibilities in production
technical direction and student supervision in performance
theatre house management
box office management
publicity and university theatre programming

Service in a community organization should take the form of the faculty member as a
consultant or professional resource or committee membership with responsibility in an
arts affiliated status.

Department guidelines for tenure remain the monitor for faculty seeking promotion.

Promotion

Instructor to Assistant Professor

Teaching: A record of high quality teaching documented by student and peer evaluations,
letters of recommendation and statements of colleagues and peer evaluations.

Creative Production/Scholarships Research: Record of successfully realized productive
output documented and verified by reviews, peer evaluations and awards and/or articles
or performances accepted for regional or national publications or conferences.

Service: A record of service to the department, university and the community. A
demonstrated ability to work collaboratively and positively within the department
and within a liberal arts framework.

Assistant to Associate Professor

Teaching: Continued high quality teaching verifiable by appropriate mechanisms.

Creative Production/Scholarship/Research: Continued production of successful and artistically stimulating practical work. Articles accepted for journal publication, regional and peer evaluations and reviews of performance work.

Service: Evidence of sustained collaborative and cooperative involvement in department activities and on college and university committees. Community service.

Associate to Professor

Teaching: A proven record of excellence in teaching verified by student perception response, letters of department graduates, student success outcomes and testimony of professional colleagues.

Creative Production/Scholarship/Research: Outstanding record of creative scholarly accomplishment. Record of successful artistic achievement in area(s) of expertise, publication of articles, books or monographs. Ongoing involvement in research or creative production agenda.

Service: Significant and ongoing contribution to the administration and activity of the department, the university and the community.