



## AT-A-GLANCE: DEPARTMENT OF THEATRE AND DANCE CRITERIA FOR TENURE AND PROMOTION

	<b>TEACHING</b>	<b>SCHOLARSHIP Creative Fields</b>	<b>SCHOLARSHIP Scholarly Fields</b>	<b>SERVICE</b>
<b>Tenure + Promotion to Associate Professor</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate teaching excellence</li> <li>▪ Demonstrate artistic expertise in traditional and/or production classrooms</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of an ongoing commitment to on-campus production</li> <li>▪ A minimum of <u>three</u> significant off-campus peer-reviewed productions<sup>1</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of an ongoing pattern of scholarship</li> <li>▪ A minimum of <u>three</u> significant peer-reviewed articles<sup>2</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of campus-wide visibility and impact</li> <li>▪ Evidence of pattern of ongoing service contributions to Rollins, local &amp; professional communities</li> <li>▪ A willingness to serve on all-campus committees + student advising</li> </ul>
<b>Promotion to Full Professor</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate ongoing evolution as a teacher</li> <li>▪ Demonstrate a pattern of teaching excellence, post-tenure</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of a pattern of creative activity, enlarged upon both in quantity and quality post-tenure</li> <li>▪ Evidence of an ongoing commitment to on-campus productions</li> <li>▪ A minimum of <u>four</u> significant off-campus peer-reviewed productions<sup>1</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of a pattern of scholarly activity, enlarged upon both in quantity &amp; quality post-tenure</li> <li>▪ A minimum of <u>four</u> significant peer-reviewed articles<sup>2</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of an increased &amp; ongoing pattern of participation in service activities post-tenure—within Rollins, the greater Orlando community &amp; the national stage</li> <li>▪ A willingness to lead all-campus committees</li> </ul>
<b>Tenure +Promotion to Full Professor</b>	<ul style="list-style-type: none"> <li>▪ Demonstrate ongoing evolution as a teacher post-hire</li> <li>▪ Demonstrate a robust pattern of teaching excellence, post-hire</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of a robust pattern of creative activity post-hire</li> <li>▪ Evidence of an ongoing commitment to on-campus productions</li> <li>▪ A minimum of <u>four</u> significant off-campus peer-reviewed productions<sup>1</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of a robust pattern of scholarly activity post-hire</li> <li>▪ Evidence of a minimum of <u>four</u> significant peer-reviewed articles<sup>2</sup></li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of a robust and ongoing pattern of participation in service activities post-hire—within Rollins, the greater Orlando community and on the national stage</li> <li>▪ A willingness to lead all-campus committees</li> </ul>

<sup>1</sup> Productions must be significant, off-campus, professional, and peer-reviewed; less extensive projects may be bundled (with CEC approval)

<sup>2</sup> May substitute one substantial monograph or a scholarly edition published by peer review

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### TEACHING

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Both the College of Liberal Arts at Rollins College (CLA) and the Department of Theatre and Dance criteria for tenure and promotion point to the primacy of teaching excellence: "Rollins values teaching excellence above all. We see scholarship and service as concomitant to good teaching."<sup>3</sup> Theatre and Dance faculty must demonstrate a commitment to evolve as teachers and theatre artists, to serve our students and to support the programmatic needs of the department and production calendar. Although measuring teaching excellence is an imprecise venture, we believe that certain means of evaluation are cumulatively revealing.

For *An Overview on Academic Theatre*, see Addendum 1, below.

- CRITERIA FOR EVALUATING TEACHING EXCELLENCE FOR CANDIDATES SEEKING TENURE AND PROMOTION TO ASSOCIATE PROFESSOR

In addition to teaching excellence in the traditional classroom, faculty members whose appointment is primarily **creative/practical** in nature (i.e., design, direction, or performance/dance) must consistently demonstrate artistic excellence in their field and participate fully in Annie Russell Theatre mainstage productions<sup>4</sup>. The Department recognizes that work in the *production classroom*, particularly in projects that place faculty alongside students in collaborative work, is inextricably tied to work in traditional academic classes. Candidates for tenure and promotion in creative/practical fields must therefore consistently demonstrate teaching excellence and artistic expertise in traditional *and* production classrooms.

In addition to teaching excellence in the traditional classroom, faculty members whose appointment is primarily **academic** in nature (i.e., theatre or dance history, dramatic literature, or dramaturgy) must consistently demonstrate scholarly excellence in their field and must encourage students to develop active scholarly lives. The Department recognizes that modeling scholarly achievement, what educator Hannah Arendt named "The Life of the Mind," is inextricably tied to work in the traditional classroom, particularly in projects that place faculty alongside students in collaborative work. Candidates for tenure and promotion in academic fields must consistently demonstrate teaching and scholarly excellence.

For *Teaching Excellence Evaluation Measures*, see Addendum 2, below.

- CRITERIA FOR EVALUATING TEACHING EXCELLENCE FOR CANDIDATES SEEKING PROMOTION TO FULL PROFESSOR

Because teaching excellence is always the College's primary concern, the Department expects candidates for promotion to Full Professor to exhibit ongoing interest in teaching

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<sup>3</sup> College of Liberal Arts Bylaws, Section Article VIII, Section 1B

<sup>4</sup> As determined in consultation with the Theatre and Dance Department Chair or Annie Russell Theatre Producing Director/Director of Theatre

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improvement, and a well-established and ongoing *pattern* of teaching excellence, post-tenure. This means that the Department does not assume that a candidate awarded tenure has achieved teaching excellence for all time. Rather, when evaluating candidates for promotion to Full Professor, the Department will look for examples of continuing efforts to improve student learning and to encourage active learning such as attendance at teaching/learning workshops and colloquia, strong quantitative and qualitative student feedback and pedagogic adjustments as evidenced in Course Instruction Evaluations (CIEs), and participation in new, interdisciplinary and/or team-taught courses as departmental teaching loads and expectations allow. The candidate for Full Professor must point to ongoing *evolution* as a teacher and to a spirited post-tenure commitment to evaluate, update, and retool courses and pedagogy. Candidates must also demonstrate a commitment to mentor newer faculty members in ways that serve the needs of the Department of Theatre and Dance and the intellectual and artistic growth of Rollins College.

### ▪ CRITERIA FOR EVALUATING TEACHING EXCELLENCE FOR CANDIDATES SEEKING TENURE AND PROMOTION TO FULL PROFESSOR

The candidate must meet two criteria:

- 1| The candidate must demonstrate a robust and ongoing *pattern* of teaching excellence and must exhibit ongoing interest in teaching improvement since joining the Rollins faculty. The Department does not assume that a candidate awarded tenure at another institution has achieved teaching excellence for all time. Rather, when evaluating candidates seeking tenure and promotion to full professor at Rollins, the Department will look for examples of continuing efforts to improve student learning and to encourage active learning such as attendance at teaching/learning workshops and colloquia and participation in interdisciplinary and team-taught courses.
- 2| The candidate must point to ongoing *evolution* as a teacher and to a spirited commitment to evaluate, update, and retool courses and pedagogy since joining the Rollins faculty.

### **SCHOLARSHIP**

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We affirm that the preparation of theatre and dance artists in practice-oriented specializations lies at the heart of our departmental mission and that our students are best served in the classroom and in the rehearsal room by the opportunity to work alongside professors who themselves are active and professional theatre and dance practitioners and scholars.

Scholarship may take three forms, outlined below

- A| Creative activity
- B| Scholarly activity, or a
- C| Combination of both

Whether a candidate pursues the rubric of creative activity, traditional scholarly activity, or a combination of these, the CEC will look for candidates to connect their scholarship to their work with students in both traditional and production classrooms. Furthermore, candidates should clearly articulate the ways in which their primary area of off-campus

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scholarly inquiry informs and deepens the candidate's on-campus teacher-student dynamic.

It is incumbent upon the candidate to make the case for the measuring and evaluating creative and/or scholarly activity.

For guidelines for *Grouping Less Extensive Examples of Creative or Scholarly Activity*, see Addendum 3, below.

All Theatre and Dance candidates for tenure/promotion are required to significantly participate annually in one on-campus production.<sup>5</sup>

Scholarship may take the form of creative activity, scholarly activity, or a combination of both in consideration of the candidate's appointment and area of expertise and as deemed suitable by the candidate in agreement with the Candidate Evaluation Committee (CEC) during the annual review process.

### A| CREATIVE ACTIVITY

Creative Activity is defined as realized production, including both academic productions on-campus and professional productions off-campus; such work, in all its forms, constitutes creative activity.<sup>6</sup>

The Department of Theatre and Dance acknowledges that the caliber and availability of creative projects is often not solely determined by individual artists. For more information regarding *Creative Activity as Scholarship*, see Addendum 4, below.

#### ▪ CRITERIA FOR EVALUATING SCHOLARLY EXCELLENCE FOR CANDIDATES SEEKING TENURE AND PROMOTION TO ASSOCIATE PROFESSOR IN CREATIVE FIELDS

In addition to on-campus productions, candidates are expected to participate in a minimum of three significant off-campus professional productions (or approved bundled equivalents as described above) during the period after being named to a tenure-track position and applying for tenure/promotion, barring mitigating circumstances.

The Department of Theatre and Dance supports ATHE's assertion that "creative production requires independent professional evaluation." For more information on *Professional Peer Review*, see Addendum 5, below.

#### ▪ CRITERIA FOR EVALUATING SCHOLARLY EXCELLENCE FOR CANDIDATES SEEKING PROMOTION TO FULL PROFESSOR IN CREATIVE FIELDS

To be promoted to Full Professor, a candidate must demonstrate that the pattern of creative activity required for tenure has been enlarged upon both in quantity and quality, establishing convincingly that the candidate is an actively involved and evolving artist and educator.

The candidate is required to significantly participate annually in one on-campus production, as assigned by the Theatre and Dance Department Chair or Annie Russell Theatre Producing Director/Director of Theatre. Further, no less than four significant off-

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<sup>5</sup> As assigned in consultation with the Theatre and Dance Department Chair or Annie Russell Theatre Producing Director/Director of Theatre. It is acknowledged that candidates will occasionally rotate out of production assignments due to course releases, sabbaticals, mitigating family circumstances, and departmental season and/or artistic needs.

<sup>6</sup> The National Association of Schools of Dance (NASD) affirms that "Creative activity and achievement must be regarded as being equivalent to scholarship in matters of appointment and advancement", *NASD Handbook 2016-17, II.E.3.a.3*

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campus professional productions (or approved bundled equivalents) are required for promotion for Full Professor. This work must clearly demonstrate a continuous pattern of ongoing contributions within the profession. Only post-tenure creative activity will be considered towards this requirement for promotion to Full Professor.

### ▪ CRITERIA FOR EVALUATING SCHOLARLY EXCELLENCE FOR CANDIDATES SEEKING TENURE AND PROMOTION TO FULL PROFESSOR IN CREATIVE FIELDS

By definition, candidates coupling evaluation for tenure and promotion to full professor cannot provide the evidence of a pattern of post-tenure scholarship required of traditional candidates.<sup>7</sup> Therefore, such candidates must meet two criteria:

- 1| The candidate must demonstrate a clear and robust pattern of creative activity since joining the Rollins faculty. Further, this pattern must establish convincingly that the candidate is an actively involved and evolving artist and educator.
- 2| The candidate is required to significantly participate annually in one on-campus production, as assigned by the Theatre and Dance Department Chair or Annie Russell Theatre Producing Director/Director of Theatre. Further, candidates must participate in a minimum of four significant off-campus professional productions.

Only creative activity undertaken since joining the Rollins faculty will be considered for candidates seeking tenure and promotion to full professor.

Candidates seeking tenure and promotion to full professor may be granted tenure but not promotion. Such candidates may apply approved but “unused” creative activity (bundled or otherwise) to the total required if and when such candidates seek promotion to full professor in the future.<sup>8</sup>

## B| SCHOLARLY ACTIVITY

Scholarly Activity is defined as scholarly writing (journal articles, books), formal presentations, and/or publications in the candidate’s specific area of expertise.

### ▪ CRITERIA FOR EVALUATING SCHOLARLY EXCELLENCE FOR CANDIDATES SEEKING TENURE AND PROMOTION TO ASSOCIATE PROFESSOR IN SCHOLARLY FIELDS

To be recommended for tenure and promotion to associate professor, a candidate must meet two criteria:

- 1| The candidate must have had at least three significant articles or essay-length works (print or electronic) of scholarly quality or of a creative nature or one full-length book published or accepted for publication by peer review.<sup>9</sup>

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<sup>7</sup> Departmental tenure and promotion criteria require tenured candidates seeking promotion to full professor to “demonstrate that the pattern of creative activity required for tenure has been enlarged upon both in quantity and quality, establishing convincingly that the candidate is an actively involved and evolving artist and educator.”

<sup>8</sup> This exception applies only to candidates seeking tenure and promotion to full professor whose scholarship falls within creative fields. Candidates granted tenure but not promoted to full professor whose scholarship is either within the scholarly field or combines creative and scholarly fields may not apply “unused” scholarly activity in a subsequent bid for full professor.

<sup>9</sup> Recognizing the delay that sometimes accompanies journal acceptances, letters of acceptance from editors may be submitted as proof of forthcoming journal publication. Book contracts for completed and accepted manuscripts may be submitted as proof of forthcoming publication. However, the CEC will accept no more than one such forthcoming scholarly work; the remaining work must be published. In all cases, there must be a clear and proven pattern of successful scholarly activity in appropriate scholarly venues.

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- 2| The candidate must offer evidence in addition to major publication of continuing scholarly contributions.<sup>10</sup>

For guidelines for *Grouping Less Extensive Examples of Creative or Scholarly Activity*, see Addendum 3, below.

- CRITERIA FOR EVALUATING SCHOLARLY EXCELLENCE FOR CANDIDATES SEEKING PROMOTION TO FULL PROFESSOR IN SCHOLARLY FIELDS

To be recommended for promotion to Full Professor, a candidate must provide evidence of continuing and evolving scholarly output in her/his field in the following areas:

- 1| As a minimum, the Department expects the candidate to have published at least four significant articles/essays (print or electronic) or one substantial monograph or a scholarly edition, all of scholarly quality or of a creative nature published by peer review.<sup>11</sup>
- 2| In addition, the department expects candidates to have engaged in a continuous pattern of scholarly activity such as the editing of books or journals, presenting papers at national, international or regional conferences, reviews, dictionary entries, serving in professional organizations, giving readings, organizing panels, and/or other similar professional activity. These activities must have occurred after the awarding of tenure and/or appointment to the position of Associate Professor.

Only scholarship published post-tenure will be considered for promotion to Full Professor.

- CRITERIA FOR EVALUATING SCHOLARLY EXCELLENCE FOR CANDIDATES SEEKING TENURE AND PROMOTION TO FULL PROFESSOR IN SCHOLARLY FIELDS

By definition, candidates coupling evaluation for tenure and promotion to full professor cannot provide the evidence of a pattern of post-tenure scholarship required of traditional candidates.<sup>12</sup> Therefore, such candidates must meet two criteria:

- 1| The candidate must demonstrate a pattern of continuing scholarly activity since joining the Rollins faculty. Examples of such activity include editing of books or journals, presenting papers at national, international or regional conferences, reviews, dictionary entries, serving in professional organizations, giving readings, organizing panels, or other similar professional activity.
- 2| The candidate must publish at least four articles/essays (print or electronic) or one monograph or a scholarly edition, all of scholarly quality or of a creative nature published by peer review.<sup>13</sup>

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<sup>10</sup> Recognizing the delay that sometimes accompanies journal acceptances, letters of acceptance from editors may be submitted as proof of forthcoming journal publication. Book contracts for completed and accepted manuscripts may be submitted as proof of forthcoming publication; however, in all cases, there must be a clear and proven pattern of successful scholarly activity in appropriate scholarly venues. Such letters of acceptance are permitted only for candidates seeking tenure and promotion to associate professor.

<sup>11</sup> The candidate seeking promotion to full professor may only submit published scholarship for consideration. Letters of acceptance and the like are not accepted.

<sup>12</sup> Departmental tenure and promotion criteria require previously tenured candidates seeking promotion to full professor to "demonstrate that the pattern of creative activity required for tenure has been enlarged upon both in quantity and quality, establishing convincingly that the candidate is an actively involved and evolving artist and educator."

<sup>13</sup> The candidate seeking tenure and promotion to full professor may only submit published scholarship for consideration. Letters of acceptance and the like are not accepted.

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Only scholarship published after joining the Rollins faculty will be considered for candidates seeking tenure and promotion to full professor.

### C| COMBINATION: CREATIVE & SCHOLARLY

Candidates seeking to combine both Creative and Scholarly Activity should clearly demonstrate equivalency to the expectations set above, and effectively articulate their rationale for such an approach. This option is intended to assist candidates whose scholarly work may elide traditional boundaries. Projects and publications bundled in this manner should clearly connect to a greater unifying artistic goal, vision or methodology. For example, a commissioned devised performance presented in a non-professional venue may be bundled with a scholarly article reflecting on the process and final product to serve as one significant work. Petitions to bundle smaller projects to represent one "significant" work must be made at annual CEC meetings and a written record of these deliberations and findings should be included in the candidate's final materials.

### **SERVICE**

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#### ▪ CRITERIA FOR EVALUATING SERVICE EXCELLENCE FOR CANDIDATES SEEKING TENURE AND PROMOTION TO ASSOCIATE PROFESSOR

The Department of Theatre and Dance expects faculty members to make contributions to 1| the College community, 2| the local community, 3| and the candidate's professional community. We believe that Service criteria should be flexible, playing to the strengths of the individual candidate. Assuming standing committees exist to solve problems and improve conditions at Rollins, participation on such committees constitutes a primary means of establishing a pattern of ongoing service. Recognizing that service on major governance committees is subject to nomination and election, it is important that candidates for tenure and promotion exhibit a pattern of *volunteering* for service in the governance structure of The College. Too, regular and spirited participation in faculty discussions and colloquia serves the College and, as such, is an expectation of faculty members within the Department.

For *Examples of Service Contributions* that bolster the case for service excellence, see Addendum 6, below.

Another critical form of service is the advising and mentoring of students, both formally and informally (see "C" and "D," in Addendum 6), in addition to the formal and informal college and departmental recruitment efforts at theatre/dance conferences and festivals.

#### ▪ CRITERIA FOR EVALUATING SERVICE EXCELLENCE FOR CANDIDATES SEEKING PROMOTION TO FULL PROFESSOR

Given the College's mission promoting that students and faculty alike function "as responsible citizens and workers in a global society," candidates for promotion to Full Professor must exhibit a clear and active *pattern* of participation in service activities within the College, in the greater Orlando community, and on the national stage. Candidates for Full Professor should display a higher level of college and community service than that expected for promotion to Associate Professor, readily and frequently serving in leadership roles within these committees, whenever possible, and should be vocal, visible and productive citizens of the Rollins community.

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- CRITERIA FOR EVALUATING SERVICE EXCELLENCE FOR CANDIDATES SEEKING TENURE AND PROMOTION TO FULL PROFESSOR

The candidate must meet two criteria:

- 1| The candidate must exhibit a clear and active *pattern* of participation in service activities within the College, in the greater Orlando community, and on the national stage since joining the Rollins faculty.
- 2| The candidate should readily and frequently serve in leadership roles on all-campus committees, whenever possible, and should be vocal and visible citizens of the Rollins community.



# DEPARTMENT OF THEATRE AND DANCE CRITERIA FOR TENURE AND PROMOTION

## ADDENDA

### ADDENDUM 1: ACADEMIC THEATRE & DANCE

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*In the arts, especially in the theatre, academic freedom and responsibility may overlap with issues of public taste, public tolerance, and public consumption. All of these issues increase the pressures on academic theatre not only to teach truthfully but also to present and perform with the same ethical and pedagogical rigor.*<sup>14</sup>

Concerning teaching excellence, The Department of Theatre and Dance at Rollins College affirms both the letter and spirit of the general criteria set forth in Article VIII, Section 1 of the *Bylaws of the College of Liberal Arts* at Rollins College (CLA). We also affirm the academic freedom of each instructor to establish her/his individual teaching style. Where applicable and to provide contextualization, the Department's criteria cite the Association of Theatre in Higher Education (ATHE) *Guidelines for Promotion and Tenure*<sup>15</sup> and The National Association of Schools of Dance *NASD Handbook*.<sup>16</sup>

### ADDENDUM 2: TEACHING EXCELLENCE EVALUATION MEASURES

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- A| The candidate's demonstration of classroom excellence in a specific area of theatre and/or dance as measured by 1) quantitative patterns/data and qualitative student narratives as assessed in college Course Instruction Evaluations (CIEs), 2) first-hand observations by Departmental and College colleagues, 3) post-production departmental *postmortems/reflections*, and 4) documented conversations and interviews with students, colleagues, and others where appropriate.
- B| The candidate's demonstration of teaching excellence through artistic or academic mentorship of students in the candidate's area of expertise (collaborative student/faculty conference presentations or publications, collaborative student/faculty research projects or productions, and/or faculty mentored student independent research projects).
- C| The candidate's demonstration of teaching excellence as illustrated by the quality and proficiency of student work in production supervised by the candidate in the aforementioned production classroom (i.e. collaborative work with students as part of the Annie Russell Theatre main stage season, annual dance concert, and the student-produced second stage series).
- D| The candidate's openness to continuing evaluation of and adjustment to course offerings regularly taught in the College curriculum (both inside and outside the Department of Theatre and Dance). Such evaluation and modification shall be undertaken by the candidate with 1) a recognition of student concerns/input as revealed in college Course Instruction Evaluations (CIEs); 2) an investigation and

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<sup>14</sup> Association of Theatre in Higher Education *Guidelines for Promotion and Tenure*, p. 1

<sup>15</sup> ATHE is "a comprehensive nonprofit professional membership organization" which "advocate[s] for the field of theatre and performance in higher education." Among other things, ATHE "serves as an intellectual and artistic center for producing new knowledge about theatre and performance related disciplines." *ATHE Guidelines for Promotion and Tenure*

<sup>16</sup> Founded in 1981, the National Association of Schools of Dance (NASD) is "an organization of schools, conservatories, colleges, and universities with approximately 82 accredited institutional members. It establishes national standards for undergraduate and graduate degrees and other credentials for dance and dance-related disciplines, and provides assistance to institutions and individuals engaged in artistic, scholarly, educational, and other dance-related endeavors." *NASD Handbook*

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understanding of developments in the field; and 3) a willingness to experiment with innovative/new teaching methodologies.

- E| The candidate's willingness to participate in and offer courses that not only serve the Department of Theatre and Dance major and minor but also serve Rollins College as a whole (e.g., the rFLA General Education program, the Rollins Conference Course (RCC) program, the Honors program, the Master of Liberal Studies (MLS) program, etc.).
- F| The candidate's participation in the development of new courses and evaluation of existing Theatre and Dance course offerings, and ongoing assessment of the Theatre major and Theatre and Dance minor maps.
- G| The candidate's demonstration of teaching excellence as exemplified by the quality of the candidate's syllabi, handouts, and other supplemental materials used to enhance student learning, and in the quality of the candidate's organizational skills, thoroughness, availability to students, and dedication to the subject matter taught.
- H| The candidate's demonstration of teaching excellence as illustrated by design and use of 1| examinations and other grading instruments and 2| clear and challenging student work assignments that relate directly to the content and substance of assigned courses.

### ADDENDUM 3: GROUPING LESS EXTENSIVE EXAMPLES OF CREATIVE OR SCHOLARLY ACTIVITY

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To meet the scholarship goals outlined below, candidates may petition to group less extensive examples of peer-reviewed creative or scholarly activity. As a part of the tenure and promotion process—and ideally before the candidate's Midcourse Review—the CEC, in consultation with the candidate during the annual review process, will determine if (and how) these less significant examples of creative and/or scholarly activity may be grouped together to constitute a single significant work.<sup>17</sup> For example, serving as a primary designer, director, choreographer or lead performer in a full-length production housed in a recognized professional venue may be recognized as a single significant work. Smaller one-act productions or limited runs, less significant involvement on the creative or design team (such as co-directing, choreographing more limited elements of a production, or performing in a supporting or cameo role), or creative work in less recognized professional venues or theatre markets may be bundled by the candidate in consultation with their CEC.

Due to the diverse areas of expertise contained in the Department of Theatre and Dance, candidates should clearly articulate their case for grouping creative work to meet the threshold of "significance" noting the magnitude, import and defining features of their creative work. Such work in totality should also clearly reflect a pattern of successful professional artistry and growth.

If the candidate wishes to combine both creative and traditional scholarly works to meet the stated scholarship threshold, this process of consultation with the CEC should also be deployed. In all cases, CEC deliberations and findings will be clearly included in the candidate's annual informal or Midcourse reviews for future reference. If a candidate

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<sup>17</sup> For example, the CEC may determine that performing three supporting roles may equal performance of one leading role.

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elects to combine creative and scholarly work, it is incumbent upon him/her to make the case that a clear, substantive and deliberate pattern of scholarship has been achieved.

### ADDENDUM 4: CREATIVE ACTIVITY AS SCHOLARSHIP

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*The discipline of theatre is also distinct in that the individual practitioner (actor, director, designer, etc.) cannot always choose the artistic project or control the working conditions of the project. Theatre is a collaborative process where artists work together to create the artistic product – which may complicate the ability to assess the work of the individual’s contribution. Theatre artists must come to a shared vision or interpretation of the artwork and must adapt their work to the resources available – from venue, to timeframe, to budgets, to artistic personnel.<sup>18</sup>*

The Department recognizes that folding suitable creative projects into the academic calendar is sometimes challenging and acknowledges that the terms “professional” and “union” are not interchangeable. Further, the Department accepts that access to union-affiliated productions linked to the design, performance, choreography, and directing unions (AEA, SAG/AFTRA, USA 829/IATSE, SDC,<sup>19</sup> etc.) varies significantly among these disciplines. Too, we recognize that opportunities local to Central Florida can be scarce, and, as elsewhere, are complicated by considerations of gender, race, and other identifiers. Ideally, a candidate’s diverse production portfolio will include a multiplicity of on- and off-campus work and professional union and non-union work. This work should be commensurate with the candidate’s years of service to the College and illustrate a pattern of professional development.

For the purposes of these criteria, professional work is defined as non-collegiate in nature, off-campus, in conjunction with a known professional (union or non-union) company, venue and/or producer, in which the primary artistic collaborators are receiving non-nominal compensation. Projects in academic, pay-to-play, community or amateur venues in which the candidate may serve as one of only a small handful of compensated participants do not meet these criteria and would require proof of exceptional circumstances or results in order to be considered as evidence of meaningful creative scholarship. The Department of Theatre & Dance has determined that creative work in which the candidate is the sole or primary professional in residence is better suited to considerations of teaching excellence than as evidence of creative scholarship.

### ADDENDUM 5: PROFESSIONAL PEER REVIEW

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ATHE points to the importance of external peer review in evaluating the creative activity of the theatre artist:

*For theatre scholars and traditional academics, professional peer review is the primary indicator of quality in published research. Professional peer review is also the appropriate basis for assessment of theatre professors who are theatre artists.<sup>20</sup>*

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<sup>18</sup> ATHE Guidelines for Promotion and Tenure, p. 4

<sup>19</sup> Actors’ Equity Association; Screen Actors Guild/American Federation of Television and Radio Artists; United Scenic Artists; Local 829/International Alliance of Theatrical Stage Employees; Stage Directors and Choreographers Society

<sup>20</sup> ATHE Guidelines for Promotion and Tenure, Evaluating Creative Production: External Professional Peer Review, p. 12

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The Department supports ATHE's assertion that "Scholarship in the form of creative production requires independent professional (non-departmental, non-institutional) evaluation" and that such review may take several forms, including:

- A| Being hired to be part of a professional theatre [or dance] production
- B| Winning a prestigious award or honor
- C| Being reviewed by a recognized theatre [or dance] critic or professional journal
- D| Receiving a commission to write [create or devise] a play or create a production [or create original choreography for a play, musical or dance concert]
- E| Review of production(s) by an independent professional peer(s)<sup>21</sup>

The Department affirms that both on- and off-campus creative activity should be peer-reviewed and that candidates must make a strong case for the inclusion of non-peer-reviewed work.

### ADDENDUM 6: EXAMPLES OF SERVICE CONTRIBUTIONS

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- A| Active participation in the planning, implementation, and review of departmental programs and activities.
- B| Demonstration of a positive and cooperative work ethic—within the larger Rollins community—and particularly among fellow Theatre and Dance artists in this, the most collaborative of the arts.
- C| Participation in academic advising. All members of the Department of Theatre and Dance are expected to assume a fair and reasonable share of the advisee load and to carry out all responsibilities associated with the role of academic advisor.
- D| Participation in informal advising. All members of the Department of Theatre and Dance are expected to assume a reasonable share of the informal advising formulated to facilitate Theatre majors' post-baccalaureate education and/or professional work.
- E| Outreach and participation within the larger artistic and academic communities as a consultant in organizations designed for the enhancement of community life.
- F| Active participation in College governance system on formal and ad hoc governance committees (i.e., Student Life, FEC, rFLA Committees).
- G| Active participation in professional organizations on a local and state level (i.e., FTC, FDA, ACDA, AHSDA, etc.).
- H| Active participation in professional organizations on regional and national levels (USITT, SETC, NAST, NASD, ATHE, CORD, NDEO)

FEC approved, April 26, 2019

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<sup>21</sup> ATHE Guidelines for Promotion and Tenure, *Evaluating Creative Production: External Professional Peer Review*, p. 12