Introduction:

The School of Theatre is committed to attracting and retaining faculty members of the highest levels of excellence and accomplishment. To that end, the School believes careful decisions about hiring, tenure, promotion and merit are vital to its success. In addition to outstanding performance in the areas of teaching, research/creative activities and service, faculty members are expected to maintain collegial relationships with students and peers. Appropriate conduct is open, tolerant, collaborative, professional, and driven by high ethical standards.

Teaching, research/creative work, and service are to be assessed according to the following rubric:

Excellent: demonstrated performance of high merit
Good: demonstrated performance of merit
Satisfactory: demonstrated performance to justify continuation of appointment if received over a period of time, but not necessarily sufficient to support promotion or tenure if applied to an area in which significant contributions are required.
Unsatisfactory: demonstrated performance that does not support continuation of one’s appointment.

It is not expected that a faculty member will engage in all of the activities listed under any category. Neither is it expected that a faculty member will be equally active in each of the three categories. The question of what constitutes an appropriate balance of activities for a given faculty member should be discussed with the School Director or Dean. Each individual case will be considered on its own merits.

Criterion I: Teaching
Teaching is the most important activity within the School of Theatre. It is expected that each faculty member will excel in the art of teaching and will demonstrate the ability to motivate students to achieve at the highest levels possible.

Evidence to be considered in the evaluation of teaching may include:
- Demonstrated excellence and currency in the classroom, studio or rehearsal hall.
- Demonstrated success of former students.
- Written statements by colleagues, including the School Director.
• Testimony from former students, peers, or other experts in the field.
• Teaching evaluations completed anonymously by students. (Required.)
• Demonstrated knowledge of and currency in the subject matter taught.
• Development of new courses, programs, teaching materials, or teaching techniques.
• Teaching awards, either from SFA or from appropriate professional organizations.
• Demonstrated range, understanding, and diversity within the discipline.
• Demonstrated skills in a secondary field of teaching interest.

Criterion II: Research and Creative Activity
Research and creative activity may include any of a wide variety of activities, depending upon the field of specialization and the interest of the faculty member. It is expected that each faculty member will pursue research and/or professional activities appropriate to his/her field of specialization and teaching assignments, and will achieve recognition among his/her peers in one or more such fields of activity.

In all cases listed below, the quality of the work performed will be the principal consideration, but the reputation of the venue of the work (the theatre, journal, conference, etc.) will be taken into account.

Evidence to be considered in the evaluation of research/creative activity may include:
• Publication as author, co-author, editor, or translator of books, chapters in books, articles, reviews, monographs, and non-print materials.
• Active membership on editorial boards.
• Professional work in the practice of theatre.
• Presenting papers, speaking, participating in panels, presiding at sessions, adjudicating, or otherwise participating in the meetings or activities of professional associations.
• Awards, prizes, fellowships, or other recognition.
• Substantial evidence of “work in progress.”

Criterion III: Service
Service refers to activities that utilize the professional expertise of the faculty member. Each member of the faculty is expected to render a reasonable amount of service. Service may be to the School of Theatre, the College of Fine Arts, the university, the profession, and/or to the public at large.
Evidence to be considered in the evaluation of service may include:

- Effective service as an advisor to students.
- Effective service in assisting with School administration.
- Effective service on committees of the School of Theatre, the College of Fine Arts, and the university, and participation in meetings and other official activities of the School of Theatre.
- Effective contributions to recruiting, grant writing, fundraising, or public relations efforts on behalf of the School, college, or university.
- Service in elective or appointive leadership roles in professional organizations at the international, national, regional, state, or local levels.
- Appearances on campus (beyond the normal responsibilities of the faculty member) as a speaker or panelist or as a director of a workshop or institute.
- Guest lectures, artistic contributions, or other activities to enhance the curricular and co-curricular mission of other departments and schools in the university.
- Utilization of professional abilities and expertise without compensation or with nominal compensation on behalf of continuing education in theatre or in the service of government agencies, citizens’ groups, educational or religious institutions, or charitable organizations at the local, state, national or international levels.
- Service as a consultant to or on behalf of educational institutions, professional associations, or government agencies.
- Service as an advisor to student organizations.
- Service as an adjudicator in competitions.