

CRITERIA FOR REAPPOINTMENT, PROMOTION AND TENURE FOR DANCE FACULTY

DEPARTMENT OF VISUAL AND PERFORMING ARTS

2023

The Theatre and Dance Program at the University of Colorado at Colorado Springs (UCCS) encourages a model of faculty engagement across both the academic and practical side of theatre, dance, and performance. This includes the integration of theory (research/scholarly work) and practice both in the classroom and in production/performance situations. The “production classroom” (i.e., creative production work involving students in plays, festivals, performances, etc. which are outside of traditional curriculum.), in addition to the formal classroom, is viewed as a vital component of the Theatre and Dance Program’s mission. At the same time, professional practice outside of the university setting is also valued. The Theatre and Dance Program at UCCS acknowledges that creative work, research, and teaching are often intertwined and, therefore, equally values creative activities on and off campus. Creative work such as performance, choreography, directing undertaken or displayed in professional venues carry a weight equivalent to a peer-reviewed publication and thus are duly recognized as necessary and relevant towards a candidate’s promotion and tenure. Tenure, promotion and reappointment considerations based on Research (i.e., theatre or dance history, dramatic literature, performance studies, scholarship based on the performance laboratory) include excellence in scholarship, public presentations, and publication in the candidate’s particular area. As permitted in APS 1022, the faculty of Theatre and Dance have voted not to have a vote of the primary unit faculty as a step in the reappointment, promotion, and tenure process.

CREATIVE WORK

Creative works in dance include but are not limited to the following: choreography; screendances; hybrid and multimedia projects; performance; historical research, which can include the restaging and reconstruction of significant works; interdisciplinary projects; media/technology; and/or other generative or interpretive work. Primary creative activities in dance carry the value of a peer-reviewed journal publication.

Primary Creative Activities include, but are not limited to (not listed in order of significance):

1. Dissemination of creative work through peer-review (including adjudication and curation), at arts festivals, established local, regional, national and international venues, or through established arts organizations.
2. Choreography, interdisciplinary projects, performances, and/or productions in professional settings.
3. Performing/dancing with established performance/dance groups, whether based on regular group membership or invited single performances.
4. Movement coaching for dance/performance productions in professional or academic settings.
5. Production of major arts/dance festivals, assuming major creative role.
6. Invited artistic residencies with the creation of original work at professional settings and/or academic institutions, nationally and internationally.
7. Submission and receiving funding of grant proposals and fellowship applications.
8. Direction of professional dance companies.

Secondary Creative Activities include, but are not limited to:

1. Dissemination of creative works without peer-reviewed process (examples include on-campus production with students).
2. Presentation of movement sessions, master classes in peer-reviewed events (examples include curated festivals or conferences).
3. Presentation or moderation of panels at scholarly conferences, arts festival, or professional venues.

4. Invited lectures or workshops.
5. Authorship of grant, residencies, and commissions proposals that are not successful. All unsuccessful efforts to obtain such funding will be considered as appropriate to contributing positively toward one's research.

Documentation

Forms of documentation for the above activities include videos and pictures; copies of original programs; copies of reviews, previews, media coverage; design renderings; video documentation; posters; etc.

Criteria

For the activities listed above, invited productions/performances/work (i.e. by audition or invitation) weigh more heavily towards tenure than non-invited productions/performances, but both are considered significant contributions to the field and evidence of an active and developing artist.

Creative research made and/or disseminated through selective/competitive processes are the equivalent to a peer-reviewed activity. Collaboration with other artists and scholars to support a singular work of art, so long as the candidate plays a unique and significant role in the research process, is viewed as equal to work made solely by one individual.

Other factors to assess the significance of creative work are:

- a. Special professional recognition (e.g., competitive union membership, elected office, awards, peer reviews, residencies at professional or academic settings).
- b. Grant support (campus and non-campus) awarded for creative projects.
- c. Invitations – Performances, choreography, direction, productions, talks, lectures, round tables, and other related activities in dance.
- d. Commissions – It is understood that receiving commissions are rare opportunities in dance and demonstrate achievement in the field. Working with professional groups – either regional, national or international – contributes to furthering the field and the candidate's research agenda.
- e. External evaluation/peer review (for all works, included self-produced) – Peer-reviewed or juried means that the creative work is submitted to a peer or a panel of specialists in the field and selected to be included in a festival, event, exhibition, installation (online or in-person). Both solicited and unsolicited reviews shall be considered for promotion purposes. The significance of the venue or presenting organization is considered according to the criteria below.
- f. Quality, selectivity, and importance of venue and presenting organization – The quality of the venue is highly variable in dance and is assessed in relation to the type of project being presented. Because dance often challenges how and where works are seen innovative, non-traditional, multimedia, and/or site-specific venues are accepted and encouraged. Geographic locations (University, regional, national, and international) and prestige of the venues or presenting organizations are also relevant to quality and should be evaluated on a case-by-case basis.
- g. References in external scholarship and/or curricula.
- h. Research created with current students and/or at other academic institutions is highly valued; this creative research serves as an incubator and complements additional required research off campus.

RESEARCH/SCHOLARLY WORK

Primary Research Activities include, but are not limited to (not listed in order of significance):

1. Publication of a book or textbook related to the candidate's specific area of expertise or related field.
2. Articles and reviews published in peer-reviewed publications (books, scholarly journals, or conference proceedings), and/or through other equivalent contexts.
3. Translation of articles, books, videos, and other major resources in dance.
4. Editing of books, anthologies, or special issues of scholarly journals.
5. Presentation of papers at regional, national or international conferences that are peer-reviewed.

6. Publication of reviews in peer-reviewed professional journals.

Secondary Scholarly Activities include, but are not limited to:

1. Invited lectures and workshops.
2. Authorship of grant, residencies, and commissions proposals. All unsuccessful efforts to obtain such funding will be considered as appropriate to contributing positively toward one's research.
3. Scholarly work under review by peer-reviewed journals, books, or other scholarly press.
4. Organization or moderation of panels at scholarly conferences or professional venues.
5. Publication or production of scholarly work or learning aids such as CDs, videos, websites.
6. Manuscripts under review at refereed journals or scholarly presses.
7. Scholarly work in progress.

Documentation

Documentation of scholarly work includes copies of select publications, published reviews of the published research/scholarly work, reviews of the published research/scholarly work.

Criteria

The completion of a book length study pertaining to the candidate's field of expertise (a manuscript accepted for publication with a university press is evidence of this) is seen as the highest achievement of research activity. Conference presentations where articles are refereed by professional participants may be evaluated as a significant element of research output, as well as peer-reviewed articles and chapters.

TEACHING

The candidate is expected to demonstrate a commitment to teaching, evidence of which will be the demonstration of skill and innovation in the development and presentation of course material. It is also expected that the candidate will take measures to improve their teaching, interact with students in an advising capacity, contribute to curriculum development in the department, and, if appropriate, participate in the "production classroom" by lending their expertise to university sponsored productions.

Evaluation of teaching success and rigor as well as contributions to the teaching mission of the Theatre and Dance program through curriculum building, among other activities, can be evidenced through (but not limited to) any of the following:

1. FCQs - ratings should be consistent with the Department average. Class composition, size, level, and course complexity are contextual factors within which the FCQ evaluations should be considered by faculty peers.
2. Student evaluation of teaching on forms designed in regard to specific course content/ pedagogy, or unsolicited reviews from students.
3. Contributions to the VAPA/THTR/DNCE curriculum.
4. Contributions to the interdisciplinary teaching mission of VAPA/THTR/DNCE.
5. Student promotion in off-campus arts/theatre programs, arts/theatre competitions.
6. Quality of "production classroom."
7. Teaching awards and other outstanding accomplishments in instruction.
8. Peer evaluation of teaching.
9. Course organization.
10. New course development.
11. Teaching improvement activity undertaken by faculty (workshops, conferences).
12. Student advising and mentoring.
13. Student supervision in professional experience activities and/or independent studies.
14. Preparation of course material.

15. Facilitation of student development (Centers of Excellence, library knowledge, learning disability recognition, encouragement of students).
16. Innovations in teaching outside the classroom.
17. Supervision of students in professional experience activities, internships, and/or independent studies. This includes, but is not limited to, bringing students to conferences, teaching them peer review skills, and others at both the undergraduate and graduate levels.
18. Teaching contribution at any institution in addition to the University of Colorado Colorado Springs.
19. Positive commentary on blogs and instructional videos on YouTube, invitations to guest lecture in other courses or settings, invitations to participate in documentaries, podcasts, newspaper and radio interviews and other media formats where we teach through scholarship.
20. Contributions of teaching to diversity and inclusion.

Documentation:

Syllabus for courses with examples of exams and projects, description of new or revised courses, description of activities undertaken to enhance teaching, teaching awards or special recognition, letters detailing class evaluations by peers, professional development certificates, FCQ etc.

LEADERSHIP AND SERVICE

The candidate will demonstrate a commitment to service to the University, the field, and the greater community. Expectations of this commitment will vary and will be determined in coordination with department leadership. Examples of service are included below:

1. Duties as Program Director, Chair or Associate Chair.
2. Service on College, University or CU System committees.
3. Student advising and mentorship.
4. Organization of community discussions, colloquia, events.
5. Service on hiring and promotional committees.
6. Visiting lectures and service to other theatre/dance/arts organizations.
7. Arts board membership and professional affiliations.
8. The promotion of UCCS Theatre and Dance content and ethos to the greater community.
9. Curation for arts organizations and/or specific events.
10. Recruitment efforts.
11. Peer-review for scholarly journals.

Documentation

Emails, screenshots, grant proposals and their acceptance letters, posters of events, letters from peers and community members, testimonials, and others (as applicable) should count as documentation. The candidate's CV should clearly indicate specific instances of service, with descriptions and explanations where the nature of the service is not self-evident.

FIRST RENEWAL

Teaching: The candidate will be evaluated based on the list highlighted in this document. At first and second renewal, the candidate shall have made strides to address many of the criteria on this list.

Creative Work/Research: The candidate is expected to present evidence of progress toward the establishment of a record of significant and secondary creative activities or research (see above definitions). Evidence of progress would include one significant or two secondary creative or research activities.

Leadership and Service: The candidate will have satisfied his or her obligations to departmental service.

In all categories, the candidate will be reviewed as “on track for tenure”, “not on track for tenure but could meet standard for tenure with appropriate corrections” or “not on track for tenure”.

SECOND RENEWAL (COMPREHENSIVE REVIEW)

Teaching: Continuation and development of the above criteria.

Creative Work/Research:

Reputation and Impact – It is expected that the candidate will have achieved regional/national recognition in research/creative work. As stated in the guidelines for promotion and tenure published by the College Art Association, the demand for creative/research accomplishment must be realistic in relation to the teaching load and the financial support available for necessary creative work and research activity. Due to the nature of dance and theatre production, a national reputation for creative work in the Theatre and Dance Program is not expected unless funds are available to provide appropriate temporary replacement for faculty during their absence.

While it is difficult to place numbers on artistic research due to the nature and duration of some projects, it is expected that the candidate presents a combination of primary and secondary activities that demonstrate their contribution to the advancement of the field in terms of innovation and production of new knowledge.

For an evaluation **beyond meritorious to excellent** in creative work/research, the program expects a minimum of **four primary activities** and **four secondary activities**, in an appropriate balance based on candidates' degrees and interests. That means the candidate produced more than one primary and one secondary activity yearly, in which case they would have been **meritorious**.

If the candidate does not demonstrate these specific numbers, they must describe their accomplishments, detailing the significance of their work and the reasons for not achieving these numbers, which shall be considered by the reviewers.

A candidate with **non-meritorious** research/creative work is unable to demonstrate growth from their first renewal, both in quality and quantity on their creative work/research, as well as lack of impact beyond the University.

Service: The candidate will be expected to demonstrate service activity at the department, campus, and community level.

In all categories, the candidate must demonstrate sufficient progress toward tenure to justify reappointment. The candidate's record of teaching, research, and service are evaluated separately, indicating whether the candidate is “on track for tenure” and meritorious or excellent in teaching, scholarly/creative work, and leadership and service; “not yet on track for tenure but could meet standards for tenure with appropriate corrections”; or, “not on track for tenure.”

TENURE AND PROMOTION TO ASSOCIATE PROFESSOR

According to the Regents Policies tenure may be awarded only to faculty members with demonstrated meritorious performance in each of the three areas of teaching, research or creative work, and service, and demonstrated excellence in either teaching or research/creative work.

Teaching: A recommendation for tenure based on excellence in teaching shall include multiple measures of teaching evaluation and demonstrated achievement at the campus, local, national, and/or international level that furthers the practice and/or scholarship of teaching and learning beyond one's immediate instructional setting. The candidate will also be evaluated based on the list of teaching contributions highlighted in this document.

Meritorious – Considerable emphasis will be placed on the teaching contribution of the individual. In addition to FCQs, other evidence of effective teaching should be used to support this rating. See “Teaching” list above for some (but not all) appropriate evaluative mechanisms that may be used to illustrate teaching contributions. New course creation and evidence of raising the quality of the theatre and dance curriculum are important in the review. Please note: Important as student evaluations are, they will be used in context of such factors as course rigor, course level, class size, and course objectives. Hence, FCQs should not be the sole evaluative instrument used. A rating of meritorious is to be regarded as a positive judgment, reached when the preponderance of these various indicators suggests somewhat less success than for the excellent rating.

Excellent – Successful at teaching a wide variety of classes, demonstrate a significant impact on curriculum development, evidence of experience in implementing a variety of methodologies and teaching techniques, evidence that most classes taught are rigorous and challenging for UCCS students, evidence that the professor raised the level of teaching in their area of expertise for the department and campus. A high volume of curriculum development and investment in the growth and maturation of a program should be given considerable weight. A rating of excellent requires clear evidence from FCQs as well as other evaluative means listed above.

Creative Work/Research: The expectation is that the candidate will have made artistic and/or scholarly contributions relative to the field. It is expected that the candidate will have achieved professional recognition in the form of peer-reviewed activities, awards, grants, fellowships and/or media coverage for creative work. More than the geographic location of activities, the impact of creative work/research will be assessed on a case-by-case basis, considering the characteristics of the venue, peer-reviewed status, funding available, reviews, etc.

An established creative works record is defined as several primary creative activities and secondary creative activities as detailed above. The completion of a book-length study pertaining to the candidate’s field of expertise (a manuscript accepted for publication with a university press is evidence of this) is seen as the highest achievement of research activity. As noted above, conference presentations where articles are refereed by professional participants may be evaluated as a significant element of research output.

In general, meritorious and excellent contributions will be determined as follows:

Meritorious – A range of professional engagements, publications, grant approvals, and other from the criteria of the dance research/creative work activities list. Candidate should demonstrate progress and success in these career development endeavors. A minimum of one primary and one secondary activity per year is expected, unless the candidate justifies the nature, characteristics, scope of a specific project that justifies lower numbers.

Excellent – A range of professional engagements, publications, grant approvals, invitation or engagements at a regional and national level as an artist and/or scholar, evidence of publications and in-progress publications in the candidate’s area of expertise or evidence of collaboration with artists or colleagues who can be articulated as having a prestigious reputation in their field of expertise. Demonstrating more than one primary and one secondary activity per year means the candidate achieved **excellence** in this category.

Faculty with an MFA and PhD will be evaluated on creative work and research. They will not be expected to fulfill all of the criteria for both sections, but rather an appropriate combination of both. This means that the faculty member will be expected to actively be involved each year on several scholarly and artistic pursuits.

Leadership and Service: The candidate will be expected to demonstrate service contributions to the department, campus or university, community, or his or her field.

A rating of meritorious requires meeting service responsibilities within the Theatre and Dance Program/VAPA department and service to the college, campus, community or profession. A rating of “excellent” requires meeting multiple service responsibilities within the Theatre and Dance Program/VAPA department and any service contributions to the college, campus, community, or profession. In evaluating service both the quality and quantity of service contributions will be considered. Note: For the candidate serving as Theatre Program Director, the vast majority of their service requirement will be fulfilled and justified by the completion of their official duties as Program Director and Area Head within the VAPA Department.

PROMOTION TO FULL PROFESSOR

The candidate's record in teaching, research, and service will be evaluated as a whole as below expectations, meritorious, or excellent. Following CU Regents' rules, promotion to full professor requires "a record that, taken as a whole, is judged to be excellent; a record of significant contribution to both graduate and undergraduate education, unless individual or departmental circumstances require a stronger emphasis or singular focus on one or the other; and a record, since receiving tenure and promotion to associate professor, that indicates substantial, significant, and continued growth, development, and accomplishment in teaching and working with students, research, scholarship or creative work, and service."

Teaching: The candidate must demonstrate continued evidence of improvement in their skills, organization, commitment to, and innovations in teaching as outlined for earlier reviews. In addition, the candidate's maturity and stature as a theatre practitioner/scholar should be reflected in the courses taught and ensembles directed. The range of methods for evaluating teaching outlined above will continue to be the basis for such review.

Creative Work/Research: The candidate must demonstrate continued evidence of growth and activity as a creative artist and/or scholar since promotion to associate professor. This will normally mean the continuation of significant creative work/research beyond that for which the candidate was awarded promotion to associate professor.

Leadership and Service: The candidate must demonstrate continued commitment to the department, campus or university, community and/or profession. Note: For the candidate serving as Theatre Program Director, the vast majority of their service requirement will be fulfilled and justified by the completion of their official duties as Program Director.

POST TENURE REVIEW:

Recognizing the many different ways in which post-tenure faculty contribute to the University, we define "meeting expectations" for purposes of post-tenure review as consisting of three elements, each of which must be met: 1) having achieved a rating of "meeting expectations" or higher on each of the annual merit reviews included in the time period under review, 2) having met the goals of the faculty member's current professional plan, and 3) having submitted an acceptable professional plan which indicates an ability to achieve "meeting expectations" or higher ratings in the future. If a faculty member is deficient in meeting this standard, the committee shall consider the total record of the faculty member during the review period to determine whether strengths in some time periods or some activities compensate for the deficiency such that a rating of "meeting expectations" is still appropriate. Ratings of "exceeding expectations" or "outstanding" will be awarded for exceeding these standards.

Approval History:

08/08/2023 - RPT Criteria approved and submitted by Dean Vidler

08/08/2023 – RPT Criteria recommended for approval by Provost Marchand-Martella

08/22/2023 – RPT Criteria reviewed and finalized by Faculty Affairs Coordinator Martinez