

**Tenure Policy: Department of Theatre Arts
College of Arts & Sciences
Baylor University**

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This document serves as a description of expectations regarding teaching, research, service, and interpersonal relationships for candidates for tenure in the Department of Theatre Arts.

Teaching: Candidates for tenure must display excellence in teaching as demonstrated by high level of student acquisition of discipline-specific knowledge and applied skills (i.e.: acting, design, technical theatre, and theatre history/theory). Excellent teachers will engage in dialectical pedagogy, artistic exploration, and the achievement of advanced conversations. Teaching will also be assessed through:

- Peer evaluations (both external and internal to the department)
- Student course evaluations with the option to include grade distribution profiles

Formal recognition in the form of teaching awards will also be considered as compelling evidence towards tenure.

Research: Candidates will be held to expectations comparable to those of their peers with similarly high national standards. The successful tenure candidate will be expected to document a minimum of 10-12 Tier One achievements, or the equivalent. The Department of Theatre Arts prefers and privileges Tier One achievements and holds them in higher esteem than it does Tier Two or Tier Three achievements. Some achievements could surpass the typical expectations delineated in Tier One and therefore weight more heavily in a candidate's dossier; for example publication of a book-length study of traditional scholarship by a major press or performance of a lead role on Broadway. A successful tenure candidate is able to "combine" two Tier Two achievements to equal one Tier One achievement in order to augment his/her tenure profile; similarly, three Tier Three achievements may be "combined" to equal one Tier One achievement. However, the Department of Theatre Arts will find it virtually impossible to recommend for tenure a candidate who has fewer than four true Tier One achievements.

Service: Successful candidates for tenure should exhibit a pattern of service activities that includes most of the following:

- departmental and university service
- service to the profession
- community service

In addition, active affiliation with a faith community is expected. Lastly, the faculty member will be supportive of Baylor's distinctive Judeo-Christian mission.

Interpersonal Relationships: The candidate should have positive interpersonal relationships with members of the department.

University Policies and Procedures Governing Tenure: The Provost's website includes a page devoted to *Policies related to employment with Baylor*, <https://www.baylor.edu/provost/index.php?id=948441>, which contains useful links related to tenure. Specific policies regarding the tenure process are governed by *BU-PP 704*, <https://www.baylor.edu/content/services/document.php?id=287054>. Tenure procedures, including

information on tenure reviews and preparing the tenure dossier are detailed in the document *Tenure Procedures* <https://www.baylor.edu/provost/doc.php/287055.pdf>

The tenure-track faculty member is expected to engage in ongoing discussion with the tenured faculty throughout the pre-tenure period to develop a body of work that demonstrates 1) robust professional engagement, 2) strong expertise in a focused area of scholarship, and 3) clear connection to the discipline for which he or she was hired to teach.

This chart is intended to guide a consistent assessment of the value and weight of various kinds of scholarly work in accordance with tenure guidelines in the Department of Theatre Arts. This document is not to be interpreted as an exhaustive list of the scholarly activity which may be considered in the tenure decision.

	Traditional Scholarship	Artistic Scholarship	Scholarship of Teaching
Tier One	<ul style="list-style-type: none"> • Publication of a chapter within a scholarly book • Peer-reviewed publication of an article in a leading journal • National or international grant awards in support of research/traditional scholarship • Serving a term as General Editor of a peer-reviewed journal/publication in the discipline • Editing a volume of critical work 	<ul style="list-style-type: none"> • Performance, direction, design, playwriting, production dramaturgy, or literary management for a professional theatre, performance, event, or venue* • Publication of an original play, translation, or adaptation (excluding self-publication) • National or international grant awards in support of artistic scholarship 	<ul style="list-style-type: none"> • Publication of a pedagogical book chapter or peer-reviewed article • Publication of a textbook • Publication of chapters within a textbook • National or international grant awards in support of teaching • Selection through peer review to serve as a national or international theatre adjudicator • National or international peer recognition for excellence in teaching
Tier Two	<ul style="list-style-type: none"> • Guest editing a volume/ issue of a major journal in the field • Article in a leading reference publication • Regional grant awards for traditional scholarship • Serving a term as Book Review or Performance Review Editor of peer-reviewed journal/publication • Organizer of significant academic symposium for which the faculty member also functions as a scholarly expert 	<ul style="list-style-type: none"> • Performance, direction, design, playwriting, production dramaturgy, or literary management for a professional or semi-professional theatre, performance, event, or venue* • Regional grant awards in support of artistic scholarship • Organizer of significant theatre/performance symposium for which the faculty member also functions as an artistic expert 	<ul style="list-style-type: none"> • Regional, university or local peer recognition for excellence in teaching • Nationally or internationally recognized professional certifications, degrees, or other specialty credentials • Regional grant awards in support of teaching • Organizer of significant pedagogical symposium for which the faculty member also functions as an educational expert
Tier Three	<ul style="list-style-type: none"> • Non-peer-reviewed publication of an article • Publication of a book or performance review in a peer-reviewed journal • Presentation of a paper at a regional, national, or international conference • Submission of a completed grant proposal for external funding • Invited lecture on area of traditional scholarship at professional organization or academic institution 	<ul style="list-style-type: none"> • Performance, direction, design, playwriting, production dramaturgy, or literary management for a university theatre, community organization, and other non-professional theatre, performance, event, or venue* • Presentation, workshop, or demonstration, at a regional, national, or international conference • Invited lecture on area of artistic scholarship at professional organization or academic institution 	<ul style="list-style-type: none"> • Serving as a regional theatre adjudicator, chosen through a peer review process • Presentation, workshop, or demonstration at a conference related to teaching • Publication of a non-peer-reviewed article related to teaching or pedagogy • Creation of curricula related to play production for student audiences and educators

Tier designation for artistic scholarship will be based on a combination of artistic merit, professional venue, project size and scope, and external reception. It is the first responsibility of the candidate—in conjunction with his or her tenure mentor—to make the case for a particular tier designation. At least two weeks prior to a pre-tenure candidate’s annual review, the tenure mentor will bring the suggested tier designations to the tenured faculty for discussion until a consensus is reached and communicated back to the pre-tenure candidate.

NOTES:

- Important critical recognition for traditional scholarship and artistic work will be recognized as an enhancement of the candidate’s overall body of work.
- The department expects all pre-tenure faculty to actively pursue granting opportunities both internal and external.
- It is understood that most candidates’ scholarship will be in the field of theatre arts and live performance, however some candidates may also work in other allied areas. The accomplishments of a candidate who works primarily in another discipline (e.g. film, television, creative writing, architectural design, fashion design, and scholarship beyond the realm of theatre and live performance) will be evaluated thoughtfully and in conversation with the tenure guidelines set by the coordinating department at Baylor.