



TENURE UNIT STANDARD ROUTING SHEET

In support of the following academic policy statements, tenure unit performance standards will be maintained and made publicly available by the Office of the Provost's Faculty Records Team. Per policy, each of these sets of standards will be reviewed every five (5) years, submitted to the Office of the Provost using this routing form for all signatures.

- APS [900417](#), Faculty Reappointment, Tenure, and Promotion of Tenured and Tenure-Track Faculty
- APS [980204](#), Performance Evaluation of Tenured Faculty (Post-Tenure Review)
- APS [820317](#), The Faculty Evaluation System of Tenured and Tenure-Track Faculty

Please note the following:

- Use a separate routing sheet for each set of tenure unit standards.
- Submit files in portable document format (PDF) only.
- Ensure the set of standards being submitted ***have been approved*** by the tenure unit ***and*** college dean.

Tenure Unit: Theatre and Musical Theatre

College/Unit:

- | | | | | |
|---|-------------------------------|-------------------------------|--------------------------------|------------------------------|
| <input checked="" type="checkbox"/> CAM | <input type="checkbox"/> COCJ | <input type="checkbox"/> CHSS | <input type="checkbox"/> COM | <input type="checkbox"/> NGL |
| <input type="checkbox"/> COBA | <input type="checkbox"/> COE | <input type="checkbox"/> COHS | <input type="checkbox"/> COSET | |

Standard:

- Promotion and Tenure Post-Tenure Review Faculty Evaluation System (FES)

Contact:

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Approved By:

Prior, Thomas Digitally signed by Prior, Thomas
Date: 2022.11.30 14:33:14
-06'00'

Department Chair

Ronald E. Shields Digitally signed by Ronald E.
Shields
Date: 2022.11.30 15:20:28 -06'00'

College Dean

Provost & Sr. VP for Academic Affairs

POST TENURE REVIEW STANDARDS

Department of Theatre and Musical Theatre

College of Arts and Media

Revised November 1, 2022

Pursuant to *Academic Policy Statement 980204*, each tenured faculty member will undergo a performance evaluation every five years with the “goal to improve faculty performance without infringing upon academic freedom” within each academic unit. Tenured faculty in the Department of Theatre and Musical Theatre are expected to maintain a minimally acceptable level in Faculty Evaluation System (FES) scores for teaching, research, and service. This is outlined in the department’s promotion and tenure policy.

1. The major focus of the process shall be on improving faculty performance.
2. The process shall include sufficient appeals processes to ensure fairness.
3. The process shall not threaten the essential institution of academic tenure.
4. The process shall not be a re-tenure process.

The Department of Theatre and Musical Theatre utilizes the mechanism of the Faculty Evaluation System (FES) for post tenure reviews in the areas of teaching, creative accomplishments / research, and service. The established FES rating system for these areas is as follows:

Excellent (Exceeds Expectations)	4.1–5.0
Very Good (Exceeds Expectations)	3.4–4.0
Good (Meets Expectations)	3.0–3.3
Minimally Acceptable (Meets Expectations)	2.5–2.9
Unsatisfactory (Fails to Meet Expectations)	1.0–2.4

Teaching

All faculty members maintaining a 3.4-5.0 score in this area will be considered to have exceeded expectations for the requirements. All faculty maintaining a 2.5-3.3 score will be considered to have met the acceptable requirements. And faculty falling below a 2.5 for two consecutive years with the Chair’s and students’ scores averaged together shall be required to undertake a Plan for Assisted Faculty Development (PAFD) as described in *Academic Policy No. 980204*.

Creative Accomplishments / Research

Faculty are expected to continue work in their respective field of expertise. These areas include theatre disciplines such as directing, designing, acting, and dramaturgy. The Department also encourages research that yields traditional scholarship, be it a work in print (book, chapter, monograph, review, report, abstract, musical composition, arrangement, translation, transcription, etc.) or a work not in print (conference paper or presentation, public performance, recording, instructional video, invited talk, consultancy, workshop, master class, etc.). Grants, contracts, fellowships, awards, honors, and works in progress also are valued and should be included for consideration and evaluation for annual review.

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Service

Faculty are expected to engage in service activities as outlined in the department's tenure and promotion document. Each faculty member must continue department, college and university service, and leadership in departmental, college, and university service activities and programs. This includes but is not limited to:

- Sustained record of exceptional service on committees and programs at the department, college, and university levels.
- Mentoring junior faculty in teaching, creative accomplishments and research.
- Active role in developing department, college, and university programs and policies.

All faculty members maintaining a 3.4-5.0 score in this area will be considered to have exceeded expectations for the requirements. All faculty maintaining a 2.5-3.3 score will be considered to have met the acceptable requirements. And faculty falling below a 2.5 for two consecutive years shall be required to undertake a Plan for Assisted Faculty Development (PAFD) as described in *Academic Policy No. 980204*.