

COLLEGE OF Arts and Sciences

DEPARTMENT OF Entertainment Industry

GUIDELINES FOR TENURE AND PROMOTION

Introduction

The composition of the department tenure committee shall be all tenured faculty. In the event there is not a minimum of three tenured faculty, members may be appointed from other disciplines upon the recommendation of the department chair and approval of the Dean of the College of Arts and Sciences.

Department of Entertainment Industry Tenure Evaluation

The Department of Entertainment Industry Tenure Committee will evaluate the quality and quantity of professional accomplishments in the three areas identified in section 3.5.4.2 of the *Faculty Handbook* and collegiality to make its recommendation for or against the granting of tenure.

- a. Teaching or other professional effectiveness;
- b. Scholarly or creative performance; and
- c. Service to the University and the community.
- d. An essential minimum of collegiality

Teaching

To receive a recommendation for tenure a faculty member must demonstrate effectiveness as a teacher. Evidence of teaching performance may be demonstrated through student evaluations, or observation of teaching by tenured faculty members. However, student evaluations alone are insufficient to create a complete understanding of teaching effectiveness and should not be considered apart from other variables such as grade distribution, class size, and class type. Other activities related to instruction include curriculum development, the development of new courses or instructional techniques, advising and the development of advising materials.

During the first three (3) years, tenure-track faculty will be observed annually

by a tenured faculty member or peer committee. Observations are to be conducted at a mutually convenient class or classes. Additional observations may be made by the department chair.

For tenure

Teaching (including advising)	60%
Service	20%
Scholarship	20%

For assistant professor

Teaching (including advising)	50%
Scholarship	30%
Service	20%

For associate professor

Teaching (including advising)	40%
Scholarship	35%
Service	25%

For full professor

Teaching (including advising)	40%
Scholarship	40%
Service	20%

Scholarly or Creative Performance

It should be noted that each candidate's profile will likely be different. Some will present only traditional research and publication while others will be solely creative, and yet others will present a mix of the two. All are acceptable. Refereed scholarship is somewhat easier to determine with traditional publication. It is more difficult with creative works. Consideration will be given as to how and where creative works and performances are distributed and performed, and the rigor of the review process used to determine its worth.

Publications

Possible areas of publication (including, but not limited to):

- peer-reviewed, single-author scholarly, creative, or journalistic books
- edited texts
- collaborative publications
- textbooks
- refereed articles in professional journals or refereed chapters in books
- book reviews and encyclopedia entries
- the delivery of scholarly papers or creative work at conferences
- Grant proposals, funded and unfunded
- Presentations at design exhibitions (Theatre)
- Script translations and adaptations (Theatre)
- Authoring manuals, handbooks, newsletters and/or press kits for performing arts events

Creative Activity

Possible areas of activity including, but not limited to):

- original compositions
- recordings
- media productions (film, video, graphics, sound effects, etc)
- films
- software
- Theatrical productions and performances
- Directing festivals, workshops, and seminars

Professional activities

It is sometimes difficult to differentiate between scholarly work and public service with regard to professional activities. An attempt is made below at a *guideline only*.

Possible areas of activities (including, but not limited to):

- receipt of major honors and awards, including fellowships and research grants

- the presentation of invited papers and lectures
- holding of offices in professional organizations and membership on editorial and advisory boards
- participation in professional workshops
- attendance at professional conferences

Service

Possible areas of service (including, but not limited to):

- departmental, college and university committees
- academic senate and shared governance
- Public service related to the discipline
- Service to the profession