

Texas Woman's University
Faculty Promotion and Tenure in the Department of Music & Drama
For faculty applying for promotion and tenure
as of September 1, 2008

Mission

The mission of the Music program is to develop in students an appreciation and understanding of the arts as expressions of personal and cultural experience, to provide a liberal arts-based program of study that balances tradition and innovation and values diverse approaches to making, performing, and researching music, and to prepare individuals, particularly women, for professional work in music education, music pedagogy, music performance, and music therapy.

The mission of the Drama program is to prepare students to take leadership positions in today's theatre, supply a solid academic and theatrical background for the student who desires ongoing academic and scholarly opportunities, assist in the education of those non-major students who will benefit from theatrical understanding and appreciation in their related occupations, enrich the academic life of the university through an active performance schedule, serve the communities of Denton and Dallas-Ft. Worth with teachers and students to perform or aid in the performance of off-campus theatrical events, and provide opportunities for professionals in the field to return to school to upgrade their credentials.

Peer Review Committee

The Peer Review Committee (PRC) consists of three tenured faculty members within the department serving three-year, staggered terms, such that one new member is elected each year by vote of the full-time faculty members. In addition to candidates for promotion and tenure, the Music & Drama PRC also reviews all post-tenure reviews, third-year reviews (for tenure-track faculty), and the faculty portion (teaching, scholarship, service) of the department chair's annual review (as opposed to the administrative review completed by the Dean of the college.)

Teaching, Scholarship, and Service

As indicated in TWU's university-wide promotion and tenure document, "Individual faculty will necessarily vary in the extent to which their responsibilities emphasize teaching, scholarship, or service. The standards used to assess faculty performance must reflect these varied assignments. Nevertheless, to meet the minimum standard for promotion and tenure, evidence of high quality achievement in teaching, scholarship, and service must be submitted."

Recognizing that many arts activities may be seamless across the three categories of teaching, scholarship, and service, each activity should be placed by faculty and administrators in the most appropriate category. By way of example, the performance of a music ensemble or drama cast might be considered primarily an integral part of a class and thus be listed by the faculty member under "Teaching." The same faculty member might undertake a conference presentation involving the ensemble or cast and consider that activity primarily as "Scholarship." Furthermore, a

performance by the ensemble or cast for a local service agency might be considered primarily as “Service.” In any case, a given activity should be listed under only one category.

Enthusiasm for teaching and the ability to inspire students are among the essential qualities for effective teaching. All faculty members are expected to excel at teaching, and to demonstrate collegial and interdisciplinary relationships to strengthen their teaching.

Scholarship and creativity are closely connected in the performing arts disciplines of music and drama, consisting of, for example, traditional research, publication, presenting at conferences, performing, composing, conducting, acting, directing, designing, and playwriting, since these are all activities by which new work is added to the body of knowledge and repertoire within the fields, and upon which development, accomplishment, and recognition of individuals are gauged. Creativity in music and drama is most readily, though not exclusively, apparent in the creation and performance of artworks, constituting examples of Ernest Boyer’s “scholarship of application,”¹ involving professional practice in the development of not only the individual but the field as a whole. Each faculty member is expected to pursue and produce scholarship and/or creative activity appropriate to her/his area of specialization, and to demonstrate collegial and interdisciplinary relationships in the production of such scholarship/creativity.

Service utilizes one’s professional expertise within the program, department, university, or professional organizations, and in local, regional, national, or international settings.

Collegiality is characterized by professional cooperation, honesty, civility, respectful and open communication, and diligence in carrying out the work, realizing the strategic plan, and achieving the mission of the department and the university. Collegiality is not to be equated with homogeneity of opinion; rather, it refers to the manner in which discussions and other forms of communication take place. Opposed to collegiality is communication or other behavior that is, for example, dishonest, harassing, threatening, or insulting.

Tenure

The tenure decision normally coincides with the decision for promotion in the tenured ranks. Where the tenure decision is considered in isolation from promotion to a higher rank (for example, in the case of a faculty member whose initial appointment to TWU is at the Associate Professor or Professor rank), candidates for tenure in the Department of Music & Drama must meet the criteria for the rank of Associate Professor or Professor, consistent with the programmatic needs, mission, and goals of the department.

¹ Boyer, Ernest (1990). *Scholarship Reconsidered: Priorities of the Professorate*. Carnegie Foundation

TEXAS WOMAN'S UNIVERSITY
University Standards
 Tenure Track Faculty

TWU Requirements (General) (See Board of Regents Policy 5.06 for complete requirements)

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Completion of appropriate terminal academic degree or its equivalent as defined by the academic unit. • Demonstration of current capability and desire for excellence in teaching, scholarship and service • Demonstrated potential for significant accomplishments in these three areas. 	<ul style="list-style-type: none"> • Normally, candidate will have served full time a minimum of 6 years at the rank of Assistant Professor at the college or university level and at least 2 years at TWU in that rank. • Demonstrated significant contributions in teaching, advising or other instructional activities; scholarship, research and/or other creative activities; and university, professional and public service. 	<ul style="list-style-type: none"> • Normally, candidate will have completed at least 6 years as Associate Professor at the college or university level and served full time at least 4 years at TWU as Associate Professor. • Demonstration of continuous and sustained meritorious achievements beyond the level of Associate in the areas of teaching, advising or other instructional activities; scholarly research and/or other creative activities; and professional, university and public service. • Sustained records of exceptional quality will be demonstrated. Promotion to the rank of Professor is in recognition of attainment rather than <i>length of service</i>.

Department of Music & Drama Criteria – Tenure Track Faculty Requirements (General)

Assistant Professor	Associate Professor	Professor
Candidate must: <ul style="list-style-type: none"> • Have completed a terminal degree in academic discipline: PhD or DMA in music, PhD or MFA in drama; • Demonstrate potential for attainment of participation in national venues. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate progress toward participation in national venues in scholarship and demonstrate excellence in teaching and service. 	Candidate must: <ul style="list-style-type: none"> • Participate in national venues in scholarship and demonstrate exceptional quality in teaching, scholarship, and service. Promotion to the rank of Professor is in recognition of attainment rather than length of service.

TEXAS WOMAN'S UNIVERSITY
University Standards
 Tenure Track Faculty

TWU Requirements for Teaching (See Board of Regents Policy 5.06 for complete requirements)

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Candidate should demonstrate a current capability and desire for excellence in teaching, as well as potential for significant accomplishments in this area. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Participate effectively in course development and evaluation; • Obtain membership on the Graduate Faculty, in components with graduate programs. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching; • Demonstrate leadership in the development of academic programs; • Maintain full membership on the Graduate Faculty, in components with graduate programs; • Serve as a resource to other faculty.

Department of Music & Drama Criteria – Tenure Track Faculty Teaching Requirements

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Candidate must have demonstrated capability and desire for excellence in teaching. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching - may include, but is not limited to, class preparation, development of course syllabi, teaching studio classes and master classes, audition coaching, supervision of student teaching or practica, academic advising, career mentoring, or professional development related to teaching; • Participate in course development, course enhancement/modification, and/or on-going program evaluation - may include, but is not limited to, development of new teaching materials, courses, or curricula; • Demonstrate collegial, often interdisciplinary, relationships to strengthen teaching - may include, but is not limited to, collaboration with others in the design/preparation of teaching materials, courses, or curricula, attendance at student recitals, concerts, or dramatic productions, adjudication of competitions or contests, participation on graduate student committees, or participation in performance/proficiency exams or master classes; • Demonstrate involvement in fostering scholarly/creative development of students. 	Candidate must: <ul style="list-style-type: none"> • Demonstrate excellence in all aspects of teaching and demonstrate leadership in fostering educational excellence - may include, but is not limited to, class preparation, development of course syllabi, teaching studio classes and master classes, audition coaching, supervision of student teaching or practica, academic advising, career mentoring, or professional development related to teaching; • Demonstrate leadership in course development, course enhancement/modification, and/or on-going program evaluation - may include, but is not limited to, development of new teaching materials, courses, or curricula; • Demonstrate leadership in establishing collegial, often interdisciplinary, relationships to strengthen teaching - may include, but is not limited to, collaboration with others the design/preparation of teaching materials, courses, or curricula; attendance at student recitals, concerts, or dramatic productions, adjudication of competitions or contests, participation on graduate student committees, or participation in performance/proficiency exams or master classes; • Serve as a resource and/or mentor to other faculty; • Demonstrate success in fostering scholarly/creative development of students.

TEXAS WOMAN'S UNIVERSITY
University Standards
 Tenure Track Faculty

TWU Requirements for Scholarship & Other Creative Activities (See Board of Regents Policy 5.06 for complete requirements)

Assistant Professor	Associate Professor	Professor
<p>Candidate should demonstrate a current capability and desire for excellence in scholarship as well as potential for significant accomplishments in this area.</p>	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate excellence in research and creative activities; • Share the results of the scholarly work in peer reviewed forums; • Seek internal or external funding, as appropriate to the field. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Document a program of research and/or creative activities; • Serve as a research/creative mentor to colleagues/graduate students; • Seek and/or secure internal or external funding, as appropriate to the field; • Disseminate the results of scholarly work in peer reviewed forums.

Department of Music & Drama Criteria – Tenure Track Faculty Scholarship & Other Creative Activity Requirements

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Candidate must demonstrate a current capability and desire for excellence in scholarship/creativity, as well as potential for significant accomplishments in this area. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Demonstrate progress toward participation in national venues as a scholar/creator; • Disseminate the results of scholarly inquiry/creative activity appropriate to the discipline in local, state, regional, and/or national peer reviewed forums - forums may include, but are not limited to publications (e.g., books, chapters, articles, compositions, recordings, plays), conference presentations, and performances; • Demonstrate collegial, often interdisciplinary, relationships in the production of scholarship/creativity; • Submit applications for internal and/or external funding, as appropriate to the field, for scholarly/creative activities; • Demonstrate the development of a program of research, creative work, or the scholarship of art making - may include, but is not limited to, composing, performing, conducting, theatrical designing, playwriting, directing, or producing. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Participate in national venues as a scholar/creator; • Disseminate the results of scholarly inquiry/creative activity appropriate to the discipline in national and/or international peer reviewed forums - forums may include, but are not limited to publications (e.g., books, chapters, articles, compositions, recordings, plays), conference presentations, and performances; • Demonstrate leadership in establishing collegial, often interdisciplinary, relationships in the production of scholarship/creativity; • Secure internal or external funding, as appropriate to the field, for scholarly/creative activities; • Serve as a research/creative mentor to colleagues and students; • Document a program of research, creative work, or the scholarship of art making; may include, but is not limited to, composing, performing, conducting, theatrical designing, playwriting, directing, or producing.

TEXAS WOMAN'S UNIVERSITY
University Standards
 Tenure Track Faculty

TWU Requirements for Service (See Board of Regents Policy 5.06 for complete requirements.)

Assistant Professor	Associate Professor	Professor
<p>Candidate should demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area.</p>	<p>Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college and university; • Demonstrate leadership within the component and college; • Participate in recruitment, advising, and mentoring of students; • Demonstrate active involvement in professional and/or community organizations. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Contribute in a positive way to the mission of the component, college and university; • Demonstrate leadership within the university; • Demonstrate leadership within professional and/or community organizations; • Serve as a mentor to students/student organizations.

Department of Music & Drama Criteria – Tenure Track Faculty Service Requirements

Assistant Professor	Associate Professor	Professor
<ul style="list-style-type: none"> • Candidate must demonstrate capability and desire for excellence in service as well as potential for significant accomplishments in this area. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Maintain professional organization memberships and/or service to community organizations at local, state, regional, or national levels; • Demonstrate collegial, often interdisciplinary, relationships to strengthen professional service; • Participate in recruitment, advising, and mentoring of students at the department level - may include, but is not limited to, participating in clinics, master classes, workshops, competitions or contests in the community, applying for grants or performing in support of recruitment; • Serve as a mentor to department students or student organizations (e.g., MENC, SAI, SAMT); • Participate in department, college, and university committees. 	<p>Candidate must:</p> <ul style="list-style-type: none"> • Maintain professional organization memberships and/or service to community organizations, and seek out leadership positions at local, state, regional, or national levels; • Demonstrate leadership within the component, college and university; • Take a leadership role in contributing in a positive way to the mission of the component, college and university; • Demonstrate leadership in establishing collegial, often interdisciplinary, relationships to strengthen professional service; • Provide leadership in recruitment, advising, and mentoring of students at the department, college, or university level - may include, but is not limited to, coordinating recruitment committees or events, coordinating clinics, master classes, or workshops in the community, securing grants or performing in support of recruitment; • Provide leadership in mentoring students and/or student organizations.