

**APPROVED:**

James D. Kondush 01/27/2017  
UHPA Date

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Mānoa Chancellor's Office FEB - 8 2016  
Date

**Periodic Review Evaluation of Faculty**  
Departmental Expectations  
Department of Theatre and Dance  
September 2016

The Department Chair will oversee the 5-year periodic review of tenured faculty according to the current UHM schedule and procedure for 5-year reviews. The faculty member under review shall submit an academic profile, maximum 5-pages in length, to the Department Chair, and/or a current c.v. The profile should summarize teaching, research, and service activities during the period of review. Supporting materials, e.g., teaching evaluations, published criticism, and production photos may be included.

Tenured faculty are expected to contribute significantly to the academic program of the Department of Theatre and Dance through a combination of teaching, research, and service. The level of commitment and work must be appropriate to the rank of the faculty member.

The following represents potential examples of faculty contributions. It is not expected that individual faculty members will complete each bulleted item. It is understood that teaching, service, and research loads are not the same for each faculty member and may differ according to specific projects, productions, or tasks undertaken in any given semester or year.

Examples of an Associate Professor's Departmental contributions may include:

- Teaching 5 courses per academic year or equivalent workload
- Serving on a minimum of 2 Departmental committees annually
- Serving on a minimum of 1 university-wide committee annually
- Serving as a program head, graduate chair, undergraduate advisor, Chair, or Associate Chair
- Contributing to State, National and/or International Theatre and/or Dance and/or Performance Studies associations
- Continued scholarly and/or creative work emphasizing quality and artistic/scholarly merit

Examples of a Full Professor's Departmental contributions may include:

- Teaching 5 courses per academic year or equivalent workload
- Serving on 3 Departmental committees annually
- Serving on 1 or 2 university-wide committees annually
- Serving as a program head, graduate chair, undergraduate advisor, Chair or Associate Chair
- Contributing to State, National and/or International Theatre and/or Dance associations
- Serving in a leadership capacity for a National or International Theatre and/or Dance and/or Performance Studies association
- Evidence of extramural funding

- Continued artistic and/or scholarly growth demonstrated by the depth and/or breadth of research; appropriateness of venue/publisher

## **1. TEACHING**

Tenured faculty members are expected to be experts in their area of focus and to be effective communicators of that knowledge to their students. Participation in areas supporting teaching, e.g., assessment, curriculum development, student advisement, are expected.

For the 5-year review a summary of student teaching evaluations is mandatory; teaching effectiveness may also be measured by:

- Peer teaching evaluations
- Course syllabi
- Teaching awards
- Awards received by students for projects mentored by faculty
- Chairing Ph.D. or graduate theses

## **2. RESEARCH**

The Department of Theatre and Dance recognizes that scholarly and creative research meet departmental expectations for periodic review. Scholarly research should be appropriate to faculty specialization, teaching and service load. It may include, but is not limited to:

- Peer reviewed publications in areas of Theatre and Dance and Performance Studies
- Lectures and presentations of research papers
- Research awards
- Participation in scholarly conferences and symposia
- Editing books or journals
- Translating play scripts or other documents
- Exhibit curation
- Audio-visual media production
- Authoring a scholarly work in alternative media, e.g., DVD or other formats

Creative research and application should be appropriate to faculty specialization, teaching and service load. Stature of venue, appropriateness of venue to the specific project, and public visibility of performances should be taken into consideration. Creative research may include, but is not limited to:

- Acting, dancing, or other performances
- Creating a new choreographed dance piece
- Creating original fight choreography
- Designing or creating production elements, e.g., scenery, costumes, lights or sound, for a play or dance
- Directing a play
- Outreach performances

- Playwriting
- Reconstructing or re-staging dance or theatre works
- Critical reviews of work
- Citations of creative works in scholarly and professional literature
- Research seminars or participation in creative or professional conferences or festivals
- Creating arts legislation
- Curriculum innovation and implementation
- Educational policy development
- Conducting a research project or case study, e.g., arts education

### 3. SERVICE

For the 5-year periodic review, the Department of Theatre and Dance expects faculty participation in service activities in the Department, University, community, and/or professional governance. This service may be documented by the faculty member or by statements from others who have direct knowledge of the faculty member's contributions.

Service may be demonstrated by but is not limited to:

- Serving on committees in the Department of Theatre and Dance, the College, UHM, and system-wide committees and/or State, National and/or International associations
- Serving on task forces, working groups, etc.
- Serving as an advisor, consultant, guest speaker, or competition judge
- Conducting workshops, seminars, and other professional training
- Serving as a peer reviewer of scholarly or creative work
- Public lectures, presentations and papers delivered at professional meetings
- Organizing outreach performances
- Receiving service awards, grants, and honors