

**THEATER DEPARTMENT**  
**Statement on Scholarship and Creative Activity**  
**(Revised 10/01/2024)**

Faculty members are hired based on a search where the role and responsibilities of the position are clearly defined. An individual may pursue research, scholarship and creative activity from any number of formats and across varied disciplines, not limited to but including performances, presentations, workshops, publications, international endeavors, educational practices, commercial and proprietary creations, technology, etc. Due to the nature and variety of practitioners in a theater department, it is the individual's responsibility to make sure they are clear on the definition of their position and workload including teaching, production, service, creative work outside the university, other expected artistic work, and scholarship as outlined in their letter of expectations. It is the responsibility of the individual to coordinate and balance their responsibilities to meet the expectations of DOPS, the School of Arts and Sciences, the Theater Department and their letter of expectations. They should fully understand the terms of appointment and the specific scholarly and creative contributions expected to achieve tenure.

Evidence of creative activity/research/scholarship is required by the department in order to ensure that the individual continues to contribute actively to their discipline and to maintain and develop the areas of their specialization. Traditional publication is one form of communicating. Publication can take the form of journal articles, book chapters or book-length publications. Publication may also take the form of electronic publication. While publication is not expected it can enhance an individual's body of work.

Creative activities such as public performances, exhibitions and presentations are an appropriate form of scholarship for faculty members and are expected. A variety of activities and venues are expected. Significant research is inherent in the process of our discipline, the results of this research is live or taped production. Because theater is an ephemeral art form, archival materials and/or outside reviews can also serve as documentation and evidence as well as the visual archives and documentation of the creative process. It is important to keep in mind the nature of this creative activity is specifically related to the needs and circumstances of an individual production which may have time and budget restrictions effecting the outcome. An individual's work on one production might vary highly from the work on another due to the particular demands and restrictions of the show and/or the collaboration. This creates a need for flexible evaluation criteria but the following will be taken into consideration:

1. The reputation/importance of the venue
2. The audience reach of the venue – regional, national, international
3. The complexity of the work
4. The contribution to the field
5. The originality/significance/relevance of the work to the profession of the public
6. The recognition of quality and mastery by established peers in the same field

The individual's comprehensive achievement in each area described in DOPS combined with their letter of expectations is integral to tenure and promotion. If there are any ambiguities about the job requirements or the relative importance of each of the areas of teaching, creative activity and service, the individual should request written clarification. For promotion to Associate Professor in the Theater Department, these areas are equally pursued with quality teaching holding the most importance, varied and important creative and scholarly contribution second and service third. Promotion to Full Professor requires advanced and sustained contributions to the field in the area of expertise. There may be a higher or lower emphasis on any of the three areas depending on the quality and worth of the individual's contributions but all three must meet the minimum requirements outlined in DOPS.