

**TEXAS WOMAN'S UNIVERSITY**  
**College of Arts and Sciences • School of the Arts • Department of Dance**

**Tenure and Promotion: Building a Career of Excellence**

The criteria for tenure and promotion are predicated on the understanding that faculty continue on a course of professional development and accomplishment throughout their academic careers. The rank of Professor, the highest academic rank in the University, is awarded in recognition of having attained significant stature in one's discipline. In the Department of Dance promotion to the rank of Professor is awarded on the basis of having achieved national standing in the field of dance as well as having demonstrated ongoing teaching excellence and a strong commitment to departmental, University and national service. As faculty members serve during the pre-tenure years, and later in the rank of Associate Professor, they should demonstrate incremental progress toward achieving the level of excellence and national accomplishment commensurate with the rank of Professor.

In addition to the minimum University requirements for promotion through the ranks to Professor, the Department of Dance requires progress toward the development of national standing in the field of Dance. Candidates are expected to demonstrate significant scholarly productivity in national forums in the area of the Scholarship of Artmaking (Performance and/or Choreography) and/or in the area of the Scholarship of Research/Writing. In addition to scholarly achievements, candidates are encouraged to present national-level contributions in *at least one* of the following areas: Teaching or Service.

**Guidelines for Achievement**

Candidates with a primary role in the artmaking areas of the discipline with studio teaching responsibilities are expected to present a majority of scholarship in the area of artmaking. Faculty with a primary role in the theoretical areas of the discipline with teaching responsibilities in the areas of theory, praxis, research and writing are expected to present a majority of scholarship in the area of research/writing. Similar expectations apply to achievements in the areas of national contributions in Teaching and Service.

Significant scholarly contributions in national forums are required for tenure and promotion. In addition, individual candidates are encouraged to present a distribution of national-level contributions across the areas of teaching, scholarship and service. This distribution should reflect the individual candidate's national profile, achievements and professional role in the field of dance, consistent with the role and scope of her or his faculty position, as well as the mission and goals of the Department.

**Guidelines for 'National-level' Contributions**

Scholarship of Artmaking:

- Refereed (adjudicated, peer-reviewed) or commissioned performances or the presentation of choreography in national festivals (festivals that draw participants nationally).
- Choreography or performances with or on national dance companies (a dance company whose work is seen, publicized, or recognized by the field beyond its geographic base of operation will be considered 'national').
- Artistic work receiving published reviews by critics in recognized national geographic dance centers.
- Rehearsal direction, staging, and/or coaching of choreography/performance with or for national dance companies.
- Performances of works commissioned from nationally-recognized emerging or established choreographers.
- Refereed (adjudicated, peer-reviewed) artistic work in electronic and/or digital formats such as DVDs and films screened in national venues.
- National recognitions/awards for artistic achievement.

Scholarship of Research/Writing:

- Refereed (adjudicated, peer-reviewed) presentations at national conferences such as, but not limited to, National Dance Education Organization, Congress on Research in Dance, International Association of Dance Medicine and Somatics, and National Association of Schools of Dance.
- Refereed (adjudicated, peer-reviewed) publications in journals recognized within the field of dance and with national distribution such as, but not limited to, *Dance Research Journal*, *Journal of Dance Education*, *Arts Policy Review*, *Journal of Laban Movement Studies*, *Contact Quarterly*, *Movement Research Performance Journal*.
- Invited keynote addresses for national conferences and/or organizations recognized within the field of dance.
- Published books, monographs, chapters in books, edited books and electronic media including research-based DVDs and websites.
- Editor of a peer-reviewed dance research journal with national and/or international circulation.
- National recognition/awards for research/writing.

### Teaching:

- Guest artist teaching residencies (Visiting Artist/Scholar) at colleges, universities and/or national festivals (drawing participants nationally) including extended workshops, lecture demonstrations, master classes, seminars.
- Visiting scholar teaching at colleges, universities and/or national festivals (drawing participants nationally) including extended workshops, courses, seminars, research symposia.
- National recognition/awards for teaching.

### Service:

- Elected executive officer of a national dance professional organization.
- Member of boards (directors or editorial) for national dance professional organization(s).
- Elected or appointed member of a national-level commission, review panel, adjudicator or national conference planning committee.
- Service as a National Association of Schools of Dance visiting evaluator or consultant.
- National recognition/awards for service to the profession.

### Additional Clarifications:

Candidates presenting scholarship, teaching, and/or service accomplishments within the TWU geographic region must provide a rationale for how these meet the standard of ‘national level’ achievement.

### **Teaching Excellence at TWU**

Candidates for tenure and promotion must demonstrate excellence in their teaching roles at TWU as evidenced by a consistently high ratings in the area of ‘Teaching’ on annual performance reviews during the period of time in rank.

### **Department and University Service**

Candidates for tenure and promotion must demonstrate a strong commitment to departmental and University service and have a profile of effective artistic and/or academic leadership at TWU as evidenced by a *majority* of ‘outstanding’ ratings in the area of ‘Service’ on annual performance reviews during the period of time in rank.

### **Collegiality**

Collegiality is demonstrated by an ability to share ideas, work collaboratively, participate in shared governance and engage in civil discourse.

### **Criteria for Tenure**

Although a tenure decision routinely coincides with the decision for promotion within the tenured ranks, there are occasions in which the tenure decision occurs in isolation from promotion to the higher rank. In these instances the following guideline are in effect:

#### Criteria for Tenure for Associate Professor

The candidate must meet all of the criteria required for tenure and promotion to Associate Professor as set forth by the Department of Dance in the document, *Promotion and Tenure Track Requirements*.

In addition, the following two criteria will be given special consideration:

- The candidate must demonstrate collegial relationships and professional cooperation in the academic unit.
- The candidate must provide evidence of continued productivity in teaching, scholarship and service consistent with the needs, as well as the goals and mission of the academic unit and the institution.

#### Criteria for Tenure for Professor

The candidate must meet all of the criteria required for tenure and promotion to Professor as set forth by the Department of Dance in the document, *Promotion and Tenure Track Requirements*.

In addition, the following two criteria will be given special consideration:

- The candidate must demonstrate collegial relationships and professional cooperation in the academic unit.
- The candidate must provide evidence of continued productivity in teaching, scholarship and service consistent with the needs, as well as the goals and mission of the academic unit and the institution.

#### Credit Towards Tenure and Prior Accomplishments

Faculty who are hired with credit towards tenure may use prior national-level accomplishments to demonstrate ongoing scholarly productivity.

**TEXAS WOMAN'S UNIVERSITY**  
**Tenure Track and Promotion Requirements**  
**Department of Dance Criteria**

<b>University Standards – Tenure Track Faculty General Requirements (See Board of Regents Policy 5.06 for complete requirements)</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Completion of appropriate terminal academic degree or its equivalent as defined by the academic unit.</li> <li>• Demonstration of current capability and desire for excellence in teaching, scholarship and service</li> <li>• Demonstrated potential for significant accomplishments in these three areas.</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Demonstrated significant contributions in teaching, advising or other instructional activities; scholarship, research and/or other creative activities; and university, professional and public service.</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• 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>.</li> </ul>

<b>Department of Dance Criteria – Tenure Track Faculty General Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate a <u>potential for</u> and a <u>commitment to</u> making significant contributions in regional and national forums in the field of dance,</li> <li>• Have completed a terminal degree (M.F.A. or doctorate – Ph.D. or Ed.D. -- in dance or in an Arts or Humanities discipline with significant scholarly inquiry in dance) as appropriate to the position;</li> <li>• Demonstrate capability and desire for excellence in teaching, scholarship and service;</li> <li>• Demonstrate potential for significant accomplishments in all three areas.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Have a record of scholarly contributions in regional and national forums demonstrating <u>progress</u> in attaining a national profile in the field of dance;</li> <li>• Demonstrate ongoing teaching excellence and a commitment to departmental and college service;</li> <li>• Demonstrate significant contributions in the areas of teaching, advising, scholarship (dancemaking and/or research/writing) and university, professional and public service consistent with the departmental mission and the role and scope of the faculty position.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• <u>Attain a national profile</u> as evidenced by significant national and/or international contributions in the field of dance, demonstrate ongoing teaching excellence and leadership in the areas of departmental and University service. Promotion to the rank of Professor is <u>in recognition of attainment</u> rather than length of service;</li> <li>• Demonstrate continuous and sustained meritorious achievements beyond the level of Associate contributions in the areas of teaching, advising, scholarship (dancemaking and/or research/writing) and university, professional and public service consistent with the departmental mission and the role and scope of the faculty position.</li> </ul>

<b>University Standards – Tenure Track Faculty Teaching Requirements (See Board of Regents Policy 5.06 for complete requirements)</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Candidate should demonstrate a current capability and desire for excellence in teaching, as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching;</li> <li>• Participate effectively in course development and evaluation;</li> <li>• Obtain membership on the Graduate Faculty, in components with graduate programs.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in all aspects of teaching;</li> <li>• Demonstrate leadership in the development of academic programs;</li> <li>• Maintain full membership on the Graduate Faculty, in components with graduate programs;</li> <li>• Serve as a resource to other faculty.</li> </ul>

<b>Department of Dance Criteria – Tenure Track Faculty Teaching Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate <u>capability and desire for excellence in teaching in studio and theory courses</u> as appropriate to the role and scope of the position.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate <u>excellence in all aspects of teaching</u> during the period of time in rank as an Assistant Professor as evidenced by consistently high ratings in the area of `Teaching` on annual performance reviews;</li> <li>• Demonstrate currency in teaching as evidenced by course syllabi, course outlines, reference lists, and other evaluation materials that indicate teaching effectiveness;</li> <li>• Participate in course development, course enhancement/modification, and/or on-going program evaluation/accreditation;</li> <li>• Initiate the collegial and often interdisciplinary relationships with colleagues to strengthen their current and future teaching, particularly within the School of the Arts and related programs on campus, as well as with off-campus entities as part of the Department's community outreach initiatives;</li> <li>• Maintain the level of membership on the Graduate Faculty appropriate to the position and graduate-level teaching and supervision responsibilities;</li> <li>• Demonstrate generous involvement in fostering scholarly (dancemaking and research/writing) development of students as a contributing member and chair of graduate committees and mentoring students to present on local, regional, and/or national levels.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in her or his teaching role at TWU and <u>demonstrate leadership</u> in fostering educational excellence during the period of time in rank as an Associate Professor as evidenced by consistently high ratings in the area of `Teaching` on annual performance reviews;</li> <li>• Demonstrate currency in teaching as evidenced by course syllabi, course outlines, reference lists, and other evaluation materials that indicate teaching effectiveness;</li> <li>• Demonstrate leadership in the development of academic programs across the component, college, and university;</li> <li>• Demonstrate leadership in course development, course enhancement/modification, and/or on-going program evaluation/accreditation;</li> <li>• Demonstrate leadership in establishing collegial and often interdisciplinary relationships with colleagues to strengthen their current and future teaching, particularly within the School of the Arts and related programs on campus, as well as with off-campus entities as part of the Department's community outreach initiatives;</li> <li>• Maintain the level of membership on the Graduate Faculty appropriate to the position and graduate-level teaching and supervision responsibilities;</li> <li>• Serve as a resource, mentor, evaluator and/or consultant to other faculty/programs on a local, regional and/or national level;</li> <li>• Demonstrate success in fostering scholarly (dancemaking and research/writing) development of students by mentoring students as an active chair and/or contributing member of graduate committees and mentor students to present on a local, regional, and/or national</li> </ul>

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**University Standards – Tenure Track Faculty Scholarship and Other Creative Activity (See Board of Regents Policy 5.06 for complete requirements)**

<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<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"> <li>• Demonstrate excellence in research and creative activities;</li> <li>• Share the results of the scholarly work in peer reviewed forums;</li> <li>• Seek internal or external funding, as appropriate to the field.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Document a program of research and/or creative activities;</li> <li>• Serve as a research/creative mentor to colleagues/graduate students;</li> <li>• Seek and/or secure internal or external funding, as appropriate to the field;</li> <li>• Disseminate the results of scholarly work in peer reviewed forums.</li> </ul>

**Department of Dance Criteria – Tenure Track Faculty Scholarship Requirements**

<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate a <u>potential</u> for and a <u>commitment</u> to excellence in scholarly inquiry and to making significant scholarly contributions in regional and national forums in the field of dance;</li> <li>• Demonstrate potential to initiate a program of scholarly inquiry in areas of the Scholarship of Artmaking (Performance and/or Choreography) <u>and/or</u> the Scholarship of Research/Writing that will lead to contributions in national forums.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in scholarly inquiry and a record of significant scholarly contributions in regional and national forums that demonstrate <u>progress toward national standing in the field of dance</u>;</li> <li>• Have 1) an ongoing program of scholarly inquiry in areas of the Scholarship of Artmaking (Performance and/or Choreography) <u>and/or</u> the Scholarship of Research/Writing, 2) peer-reviewed contributions in national forums and 3) the potential to achieve national standing in the field of dance (may include teaching and administrative/leadership national-level contributions based on scholarship);</li> <li>• Demonstrate collegial and often interdisciplinary relationships to strengthen scholarship;</li> <li>• Seek and/or secure internal funding or local, regional, and state external funding as appropriate and available to the scholarly activities.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate excellence in scholarly inquiry, a record of significant scholarly contributions in regional and national forums and <u>national standing in the field of dance</u>;</li> <li>• Have 1) an ongoing program of scholarly inquiry in areas of the Scholarship of Artmaking (Performance and/or Choreography) <u>and/or</u> the Scholarship of Research/Writing, 2) peer-reviewed contributions in national forums and 3) national standing in the field of dance as evidenced by national-level scholarly productivity (may include teaching and administrative/leadership national-level contributions based on scholarship);</li> <li>• Seek and/or secure internal funding or local, regional, and state external funding as appropriate to the scholarly activities as appropriate and available to the field of dance;</li> <li>• Demonstrate leadership, mentoring and modeling in establishing collegial and often interdisciplinary relationships to strengthen and deepen scholarship.</li> <li>• Serve as a scholarly mentor to colleagues and students.</li> </ul>

<b>University Standards – Tenure Track Faculty Service Requirements (See Board of Regents Policy 5.06 for complete requirements.)</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<ul style="list-style-type: none"> <li>• Candidate should demonstrate a current capability and desire for excellence in service as well as potential for significant accomplishments in this area.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college and university;</li> <li>• Demonstrate leadership within the component and college;</li> <li>• Participate in recruitment, advising, and mentoring of students;</li> <li>• Demonstrate active involvement in professional and/or community organizations.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Contribute in a positive way to the mission of the component, college and university;</li> <li>• Demonstrate leadership within the university;</li> <li>• Demonstrate leadership within professional and/or community organizations;</li> <li>• Serve as a mentor to students/student organizations.</li> </ul>

<b>Department of Dance Criteria – Tenure Track Faculty Service Requirements</b>		
<b>Assistant Professor</b>	<b>Associate Professor</b>	<b>Professor</b>
<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate <u>capability and desire for excellence</u> in service as well as potential for significant accomplishments in this area through ongoing support of department, School of the Arts, college and university functions, committee service at the department and SOA levels, and leadership within the department in areas appropriate to the position.</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate a commitment to departmental and University service and have a profile of effective artistic and/or academic leadership;</li> <li>• Maintain professional organization memberships and start becoming involved with committee work and/or seek out leadership positions;</li> <li>• Demonstrate significant service accomplishments through ongoing support of department, School of the Arts, college and university functions, committee service at the department and SOA levels, and leadership within the department in areas appropriate to the position;</li> <li>• Contribute in an active and positive way to the mission of the Department of Dance, School of the Arts, College and University including the Department of Dance community outreach mission;</li> <li>• Demonstrate collegial and interdisciplinary relationships by involving students outside of class in projects to strengthen professional service;</li> <li>• Participate in efforts to recruit, advise, and</li> </ul>	<p>Candidate must:</p> <ul style="list-style-type: none"> <li>• Demonstrate a strong commitment to departmental, University and professional service <u>and have a profile of effective artistic and/or academic leadership</u> at TWU and in regional and/or national forums.</li> <li>• Maintain professional organization memberships and seek out leadership positions;</li> <li>• Demonstrate leadership in the Department, School of the Arts, College and University and administrative leadership within the department in areas appropriate to the faculty position;</li> <li>• Contribute in an active and positive way to the mission of the Department of Dance, School of the Arts, College and University including the Department of Dance community outreach mission;</li> <li>• Demonstrate professional leadership in establishing, modeling, and mentoring collegial and interdisciplinary relationships to strengthen professional service;</li> <li>• Provide active and collegial leadership in recruitment, advising, and mentoring of students' personal and professional growth;</li> <li>• Provide leadership in mentoring students and/or student organizations/performing groups for participation in activities outside of class that contribute to their professional growth in regional and national and / or international forums.</li> <li>• Demonstrate active involvement as a member or consultant in professional and/or community organizations and assume</li> </ul>

	<p>mentor students in their personal and professional growth;</p> <ul style="list-style-type: none"> <li>• Serve as a mentor to students/student organizations/performing groups for participation in activities outside of class that contribute to their professional growth in local, regional, and national forums;</li> <li>• Demonstrate active involvement as a member or consultant in professional and/or community organizations;</li> <li>• Serve as an active and generous member on departmental, school, college and university committees.</li> </ul>	<p>leadership positions as appropriate to the organizations and/or activity;</p> <ul style="list-style-type: none"> <li>• Serve as an active and generous member on departmental, school, college, and university committees and assume leadership positions and assignments.</li> </ul>
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*5/ 05/08 Approved by Faculty Evaluation and Development Committee, University Promotion and Tenure Committee, and Provost*