

The Department of Theatre expects its faculty to engage in significant work as theatre artists and/or as scholars. This professional activity may take the form of traditional research and writing; creative scholarly work associated with the production and performance of theatre; electronic publication; active involvement in appropriate professional organizations including presentations at professional meetings and conferences; and attendance at significant presentations and performances.

The Department of Theatre values research and creative scholarship produced within the Department's artistic season as well as work produced beyond the College. The Department emphasizes that both require artistic collaboration and the same degree of preparation, commitment, time, and artistic judgment. Members of the Theatre faculty are expected to apply the same standards of professionalism to work produced both on-campus and off.

Theatre production is an essential experience for the Theatre student; it is a requirement of the Major and is one of the Department learning goals for students. All Theatre faculty at Whitman are expected to participate in season productions in addition to their full teaching load and neither release time nor compensation is provided for this work. Accordingly, the Faculty Handbook (IV, C, 2: "Excellence in Professional Activity") ~~code~~ acknowledges the significance of this on-campus production activity and grants its value equal to that of extra-collegiate work.

The form of scholarship varies with the discipline of the faculty member and can result in a performance, play direction, choreography, scene design, costume design, lighting design, sound design, technical direction, book, script, journal article, a presentation for a learned society, master class or workshop, a grant proposal, or a professional consultation. Although professional activity in Theatre may take many forms, those activities reviewed by external experts in the candidate's discipline are valued more, e.g., non-reviewed production work presented on-campus and off count as professional activity, but work subject to external peer-review carries more weight and is required at the time of periodic review, tenure or promotion consideration.

The Theatre Department sees value in both external and internal reviews. In the case of produced theatre, an external review may come from a recognized expert who has attended a candidate's production, reviewed his or her scholarship, or has participated as a production collaborator. As in all cases of external review, a vitae qualifying the review's expertise is required by the Faculty Handbook ~~code~~. Internal reviews are also valued given the collaborative nature of produced theatre: our Theatre faculty collaborate on Whitman productions and we share students who work in collaboration with department colleagues. At the time of periodic review, evaluation letters are solicited from all Department faculty and Theatre encourages colleagues to include review comments regarding the candidate's on-campus professional activity.

Theatre wishes to emphasize the unique demands placed on Department faculty as they pursue professional opportunities while simultaneously addressing our students' expectation of a valuable learning experience. Theatre is committed to serving College curricular and production obligations and we recognize the value of off-campus professional involvement. It must be noted that the demands of both are great. Production work at Whitman takes time and commitment, and production work away from Whitman requires time, commitment, and established relationships with external collaborators. The Department of Theatre recognizes the significant accomplishment of the faculty member who achieves a balance between program participation and professional accomplishment.