

Department of Theatre and Dance Scholarship Guidelines updated 5/28/14

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

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

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

The form of research varies with the discipline of the faculty member and may result in performance, direction, choreography, design (scene/costume/lighting/sound), technical direction, producing, curating, dramaturgy, translation, adaptation, authorship and/or editing (book/script/libretto/journal article), presentation for a learned society, master class or workshop, grant proposal, or professional consultation. Although professional activity in theatre and dance may take many forms, those activities reviewed by external experts in the candidate's discipline are more highly valued, 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 tenure, or promotion consideration.

The Department of Theatre and Dance sees value in both external and internal reviews. An external review may come from a recognized expert (who will provide a CV or biography reflecting his/her expertise) who has attended a candidate's production, participated as a production collaborator, or reviewed his or her scholarship. External peer review from recognized experts may also come in the form of contracts, invitations, grants awarded, and critical reviews from the press, professional blogs, and other online venues for legitimate cultural discourse (both positive and negative reviews should count as evidence of work completed, as being reviewed in the press at all is an acknowledgment of achievement).

Internal reviews are also valued given the collaborative nature of produced theatre and

dance. Our faculty collaborates on Whitman productions and we share students who work in collaboration with department colleagues. At the time of contract renewal or tenure and promotion review, evaluation letters are solicited from all Department faculty and Theatre and Dance encourages colleagues to include review comments regarding the candidate's on-campus professional activity.

The Department of Theatre and Dance wishes to emphasize the unique demands placed on Department faculty as they pursue professional opportunities while simultaneously addressing our students' expectations of a valuable learning experience. Theatre and Dance 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 the maintenance and establishment of relationships with external collaborators. The Department of Theatre and Dance recognizes the significant accomplishment of the faculty member who achieves a balance between program participation and professional accomplishment.

The Department's faculty were hired as multi dimensional artists, performance makers, and experts in the field of theatre and dance, and as such often contribute to the HJT season in ways other than their particular area of specialty. Our expertise as artists can translate to directing, choreographing, producing, curating, writing/devising or any other area of the discipline. Performance work is multi dimensional and there are times when faculty members might articulate different aspects of the work as their professional activity. For example there are times when the writing of a project might be what the faculty member is interested in presenting as his/her professional work, while there are other times when the faculty member might want to focus on the performative aspects of the project. The committee should measure the activity as guided by the faculty member up for review.

Note about video documentation: Please be advised that videos of live performances/productions, although a useful tool in documenting work, are never a substitute for the actual performance nor are they representative of the work as a whole. They should be considered merely as an archival tool in documenting the candidate's work.