

# Guidelines for Tenure and Promotion in Visual and Performing Arts<sup>1</sup>

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<sup>1</sup> This document was approved by the Department of Visual and Performing Arts on [May 8, 2009].

## **Part I: Preamble**

### **General Preamble**

The purpose of this standards document is to provide guidance to faculty members as they prepare applications for tenure and/or promotion. Achieving tenure and promotion through the ranks is based on incremental and accumulative growth of a faculty member in his/her scholarship, teaching or professional role, and in service. To merit tenure or promotion, faculty members must be prepared to have their performance assessed against increasing expectations for effectiveness in teaching or professional role, recognized research, scholarly and creative work, and contributions to service within the university community as well as to the profession (locally, nationally, and internationally)

These departmental guidelines describe the standards and expectations specific to the Department of Visual and Performing Arts. All such standards and expectations shall be guided by university policies and Collective Agreement provisions, and shall seek equitable treatment of all individuals.

### **Visual and Performing Arts Context:**

The purpose of these departmental guidelines is to describe standards and expectations specific to the Department of Visual and Performing Arts. All such standards and expectations are to be understood within the context of the general university guidelines. While some avenues of research in the VPA Department – art, film, music, and theatre history/theory – follow similar methods and standards to those in traditional academic production (eg. the preparation and publication of refereed books and journal articles), there are also standards and evaluations particular to the visual and performing arts. Since much of the work in these areas is studio/stage-based, and is often interdisciplinary, standards for promotion and tenure should apply to discipline-wide, peer-reviewed activities whose parameters, materially and theoretically, are those of recognized contemporary studio practice. We adhere to the current principles of the “artist as researcher”; that is, that the working artist, whether performing or visual, engages in many levels of creative and critical research which may intersect with or complement other academic practices. In the academic setting, these levels are discussed and focused within currents of world artistic practice, thus deepening both artistic production and critical discourse. Artistic studies constitute a research and analytical paradigm in which the measured activities of the studio artist, as well as the body and embodied practices of the performer, become the central focus for critical and cultural scholarship.

This document is understood to exist in the context of the TRUFA Collective Agreement. While several relevant clauses of the Agreement are noted throughout these Guidelines faculty members are encouraged to familiarize themselves with Article 6 of the agreement: “Tenure and Promotion of Members”.

### **Weighting**

Applicants for tenure and promotion may suggest weightings of their relevant categories to be used in evaluating their applications within the parameters of the weightings articulated in this document as approved by their Faculty, School or Division. Applicants must inform their

divisional Promotion and Tenure committee of the suggested weighting at the beginning of the adjudication process. Divisional Promotion and Tenure committees must recognize that the balance between teaching and service for bipartite applicants, and the balance among teaching/research/scholarship/creative activity and service for tripartite applicants may differ based on individual circumstances and may vary over an individual's career. These weightings represent the balance among the evidence presented and do not necessarily reflect the applicant's workload. Because disciplines may have special requirements, members should engage in collegial decision-making with their departmental colleagues before deciding on the specific weighting of evidence.

The relative weighting of evidence for purposes of promotion should take into account the appointment type of the applicant, bipartite or tripartite. Normally, bipartite faculty applications will be evaluated primarily on their core responsibility, teaching and to a lesser degree on service. Normally, tripartite faculty applications will be evaluated primarily on their core responsibilities of teaching as well as research/scholarship/creative activity — with approximately the same weight given to both areas — and to a lesser degree on service.

However, extraordinary contributions in research/scholarship/creative activity, teaching/professional role or service may compensate for lesser achievement in one of the areas of core responsibility, as long as there has been a satisfactory level of contribution in all areas of responsibility.

Weighting Criteria Example:

Tripartite:

Extraordinary contributions in either

- (a) teaching,
- (b) research, scholarly, or creative activity, or
- (c) service

may compensate for a lesser involvement in another area, provided that there has been a satisfactory level of contribution in all areas.

Bipartite:

Extraordinary contributions in either

- (a) teaching or
- (b) service

may compensate for a lesser involvement in the other area, provided that there has been a satisfactory level of contribution in both areas.

## **Part II: Appointment Criteria for Tripartite Faculty**

### **A. Assistant Professor**

- The normal criterion will be the terminal degree required in the member's discipline, typically an earned terminal degree or equivalent qualifications and/or experience, such as professional qualifications or where the candidate has accumulated experience and accomplishments judged to be particularly relevant and valuable to the discipline. In exceptional cases, this criterion may be regarded as having been provisionally met if the candidate has completed all requirements for the degree but the degree has not yet been conferred. If the degree has not been conferred, the candidate must include letters from the responsible dissertation director or graduate advisor and from the graduate dean of the awarding institution indicating that all requirements for the degree have been met and that its awarding has been scheduled.
- Evidence must indicate that the candidate has potential for effective teaching. This evidence may include data obtained from previous teaching experience (e.g., student teaching evaluations, documentation or portfolio of student work, curriculum and teaching material) or from a demonstration of teaching ability, such as a critique of student work.
- The candidate's academic and/or exhibition/performance/publication record must display potential for successful contributions to the discipline. Evidence of publications or a strong body of personal creative work in the form of stagings or exhibitions must clearly demonstrate the potential for successful scholarly and/or creative practice.
- The candidate must demonstrate commitment to service to the University, Discipline and/or Profession, and where applicable, the community-at-large.

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Recognition for the candidate's work must be commensurate with the rank of Assistant Professor.

### **B. Associate Professor**

- A terminal degree is a standard qualification, except where the candidate's accumulated experience is judged as particularly relevant and valuable to the discipline.
- The candidate must demonstrate evidence of exceeding the required performance standard in teaching.
- The candidate must demonstrate consistent accomplishment in scholarship, supported by internal and external recognition of the member's work.
- The candidate must demonstrate consistent contribution to the University, Discipline and/or Profession and where applicable the community-at-large.

...

Recognition for the candidate's work must be commensurate with the rank of Associate

Professor.

### **C. Professor**

- A terminal degree is a standard qualification except where the candidate's accumulated experience is judged as particularly relevant and valuable to the discipline.
- The candidate must demonstrate evidence of outstanding performance in teaching.
- The candidate must demonstrate evidence of sustained success in the dissemination of scholarly activity, supported by internal and external recognition of the candidate's work.
- The candidate must demonstrate evidence of outstanding contribution to the University, Discipline and/or Profession and where applicable the community-at-large.

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Recognition for the candidate's work must be commensurate with the rank of Professor.

## **Part III: Appointment Criteria for Bipartite Faculty**

### **A. Lecturer**

- The normal criterion will be the terminal degree required in the member's discipline, typically an earned terminal degree or equivalent qualifications and/or experience, such as professional qualifications or where the candidate has accumulated experience and accomplishments judged to be particularly relevant and valuable to the discipline. In exceptional cases, this criterion may be regarded as having been provisionally met if the candidate has completed all requirements for the degree but the degree has not yet been conferred. If the degree has not been conferred, the candidate must include letters from the responsible dissertation director or graduate advisor and from the graduate dean of the awarding institution indicating that all requirements for the degree have been met and that its awarding has been scheduled.
- Evidence must indicate that the candidate has potential for effective teaching. This evidence may include data obtained from previous teaching experience (e.g., student teaching evaluations) or from a demonstration of teaching ability.
- The candidate must demonstrate commitment to service to the University, Discipline and/or Profession, and where applicable, the community-at-large.

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Recognition for the candidate's work must be commensurate with the rank of Lecturer.

## **B. Senior Lecturer**

- The normal criterion will be the terminal degree required in the member's discipline, typically an earned doctorate or equivalent qualifications and/or experience, such as professional qualifications or designations in fields where doctorates are not normally available, or where the candidate has accumulated experience judged to be particularly relevant and valuable to a discipline.
- The candidate must demonstrate evidence of exceeding the required performance standard in teaching.
- The candidate must demonstrate consistent contribution to the University, Discipline and/or Profession and where applicable the community-at-large.

...

Recognition for the candidate's work must be commensurate with the rank of Senior Lecturer.

## **C. Principal Lecturer**

- The normal criterion will be the terminal degree required in the member's discipline, typically an earned doctorate or equivalent qualifications and/or experience, such as professional qualifications or designations in fields where doctorates are not normally available, or where the candidate has accumulated experience judged to be particularly relevant and valuable to a discipline.
- The candidate must demonstrate evidence of outstanding teaching.
- The candidate must demonstrate outstanding contribution to the University, Discipline and/or Profession and where applicable the community-at-large.

...

Recognition for the candidate's work must be commensurate with the rank of Principal Lecturer.

# **Part IV: Guidelines and Criteria for Tenure and Promotion**

## **Basis of Evaluation for Tripartite Faculty**

Research, creative work and scholarly activity pertinent to the area of expertise are required. Candidates will keep current with development in their areas of expertise by continued

production of personal work, investigation of practices and technologies pertinent to their work, attending exhibitions or performances, professional conferences or workshops and by reading the current literature. Further, it is expected that the candidate will be active in the following areas pertinent to their discipline: exhibition, performance or publication of creative or scholarly work (including related interdisciplinary practice); and active in at least one of the following areas: presentation of creative or scholarly work to professional or general audiences; obtaining grants or fellowships; or working with professional or significant collaborators.

In judging the quality of the candidate's work, reviewers shall address a consistent set of academic standards that include one or more of the following as appropriate to the rank being sought:

- Appropriateness of methods or procedures
- Clarity and definition of goals and objectives
- Clear understanding and knowledge of the relevant practices and technologies in the field of expertise
- Effective communication
- Effective use of resources
- Knowledge of the field as indicated by depth, breadth and currency of understanding
- Significance of applicant's achievements
- It is expected that candidates for promotion will demonstrate clearly how they have exceeded the requirements of their existing rank.

## **A. Specific Tenure and Promotion Criteria for Tripartite Faculty**

### **1. Tenure at Assistant Professor**

The minimum criteria for an Assistant Professor to be awarded tenure are similar to those for appointment as Assistant Professor. They include the following: a satisfactory record as a teacher; a scholarly activity record that is satisfactory; satisfactory record of service to the university, the discipline/profession, and to the community. In terms of quantity of scholarly/creative production, the applicant would be expected to have a solid record of exhibitions/performances, normally at least participation in 3-5 group shows or 2-3 solo shows, or the equivalent in theatrical productions, performances or projects at provincially and/or nationally recognized venues or juried/reviewed by recognized critics, artists or curators; or published 3-5 refereed articles, or equivalent intellectual/creative work pertinent to the candidate's area or areas of expertise.

...

Recognition for the candidate's work must be commensurate with the rank of Assistant Professor.

### **2. Tenure at Associate Professor**

#### **i. Teaching**

The department recognizes that effective teaching is central to its mission. Accordingly,

the candidate for promotion to Associate Professor shall provide evidence of exceeding the required performance standard in teaching as evident in the following areas:

- a statement concerning teaching philosophy and practices in the candidate's self-assessment written as part of the promotion/tenure dossier
- course syllabi and other instructional materials the candidate wishes to submit
- quality in teaching evident through documentation or portfolio of student work
- student evaluations of faculty performance
- written observations from peers

## **ii. Research**

Creative and other scholarly work informs all areas of activity of a faculty member. Thus, while expecting all tripartite faculty members to engage in the production and presentation of Creative and Scholarly Research to their peers, the department allows a broad definition of how scholarship may be demonstrated or disseminated. Candidates must provide evidence of consistent accomplishment in the discipline, to be demonstrated by Scholarly Activity which is supported by internal and external recognition of the member's work. Such evidence can be demonstrated through making significant contributions to one or more of the other following areas:

- Dissemination of Creative and other Scholarly Research includes peer reviewed exhibitions, performances, theatre productions, curating exhibitions and publications, such as professional journal articles or creative works, a book, or other appropriate publications (including those in electronic format) intended for a professional academic audience; the editing of journals and books, the writing of successful grant proposals; and secondly, are published book reviews, production of exhibition catalogues, papers or presentations (such as artists' talks) delivered at professional meetings, and readings of creative works. The department encourages explorative and Self Generated Creative Works and such activities may be considered where the activities' significance has been recognized through such forms as critical review, inclusion in panel discussion, etc.
- Dissemination of the Scholarship of Integration and Application includes significant roles in leading community based workshops in relevant fields: jurying or curating exhibitions organizing exhibitions, performances or productions; publication of textbooks or other instructional materials as well as books, papers, and articles (including those in electronic format) written for a popular or non-academic audience; the significant introduction of new technologies and processes to curriculum
- Dissemination of the Scholarship of Teaching includes leading staff workshops and development sessions in various media or technologies or teaching methodology; published books and articles dealing with pedagogical studies; and the presentation of papers in peer-reviewed venues (conferences, professional meetings, etc.).

Normally, in addition to a record of ongoing scholarly activity in one or more of the areas detailed above, those appointed to the rank of Associate Professor will have had: a strong record of exhibitions/performances, normally at least 1 major solo and/or participation in 5-10 group shows or the equivalent in theatrical productions or performances at nationally recognized venues or juried by recognized critics, artists or curators; or published 7-8 refereed articles, or a refereed book, or equivalent intellectual/creative work pertinent to the candidate's area or areas of expertise. The candidate's work has to



be recognized at the national level.

**iii. Service**

The candidate must present evidence of consistent contribution in service. Accordingly, the candidate must provide evidence of his or her work as indicated by regular attendance and participation at discipline and department meetings and through work for an appropriate range of committees and two or more of the following:

- taking a leading role in committee work at the departmental or institutional level
- significant roles with off-campus organizations closely related to the applicant's discipline; advisory boards, etc.
- working with local or regional organizations closely related to the applicant's discipline with respect to: such special projects as exhibitions, performances, workshops.

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Recognition for the candidate's work must be commensurate with the rank of Associate Professor.

### 3. Professor

The candidate must present evidence of outstanding performance in teaching, sustained success in the dissemination of Scholarly Activity and outstanding contribution to the University, Discipline and/or Profession during normally five (5) years in the Associate Professor rank.

The success of the candidate in meeting any one of these criteria must be judged in light of the annual professional activity reports and documentation of creative work that the candidate has prepared in consultation with the Department Chair.

**i. Teaching**

The department recognizes that effective teaching is central to its mission. Accordingly, the candidate for promotion to Professor shall provide evidence of exceeding the required performance standard in teaching as evident in the following areas:

- a statement concerning teaching philosophy and practices in the candidate's self-assessment written as part of the promotion/tenure dossier
- course syllabi and other instructional materials the candidate wishes to submit
- quality in teaching evident through documentation or portfolio of student work
- student evaluations of faculty performance
- written observations from peers

**ii. Research**

Normally, those appointed to the rank of Professor should demonstrate significant national or international achievements through such activities as: at least 2 solo exhibitions,

performances, or theatre productions and participation in 5-10 group exhibitions, performances, or theater productions at recognized venues, published 2 refereed books or the equivalent intellectual/creative work pertinent to the candidate's area or areas of expertise—thus establishing the candidate as a scholar internationally recognized among peers in his or her field.

### **iii. Service**

The department recognizes the importance of service to the Department, University and Community. Service activities may include committee work, participation in community based cultural venues, volunteer work, enhancement of departmental or university facilities or technologies. Candidates must show evidence of consistent contributions in service. Although the forms can be diverse, professional service activities share the following four distinguishing characteristics:

- Benefits the university or community
- Contribution to field
- Directly addresses or responds to real-world problems, issues, interests, or concerns
- Utilizes the faculty member's academic and/or professional expertise

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Recognition for the candidate's work must be commensurate with the rank of Professor.

### **Evidence of External Recognition**

Accordingly, the candidate must provide evidence of external recognition of his or her work as indicated by three or more of the following:

- documentation demonstrating the impact or influence of the candidate's creative and scholarly activity
- leadership roles in national professional organizations
- nationally or internationally funded and awarded grants, fellowships, visiting professorships, lectureships, etc.
- nationally or internationally recognized awards
- outstanding exhibition or performance record and a strong body of creative work
- strongly favorable external peer reviews of the candidate's creative and scholarly activity

## **B. Basis of Evaluation for Bipartite Faculty**

A particular product or activity qualifies as a measurable professional accomplishment when it requires disciplinary knowledge or practice that conveys the expertise, creative/scholarly knowledge and training of a particular discipline. Such teaching-based performance may be considered for promotion when:

- the activity requires experience related to the applicant's primary discipline in VPA
- the activity is innovative.
- the work and its results can be documented.
- the work and its results are peer-reviewed through publication, workshop and conference presentation, etc.

Such activities and products related to teaching should be disseminated beyond the classroom and, for promotion above the rank of lecturer, to audiences outside TRU. Faculty should strive to make public the products of teaching activity; they must be documented in some way. The work of members seeking promotion to the rank of senior lecturer ranks should be made public via a variety of venues (e.g., exhibitions or performances of student work, dissemination of writing in a collection of teaching materials and other non-refereed publications, on the World Wide Web, or presented to peers via workshops and conferences). **It should be noted that bipartite faculty members are not required to publish and disseminate their work or conduct research in the manner expected of tripartite faculty.**

For the purposes of promotion a bipartite faculty member's own professional activities in the areas of exhibition/staging/publication may be considered to be significant where there is a demonstrable connection to teaching and service.

## **C. Specific Tenure and Promotion Criteria for Bipartite Faculty**

### **1. Tenure at Lecturer**

The criteria for granting of tenure at the rank of Lecturer are similar to those for appointment as Lecturer. Criteria include the following: the terminal degree or equivalent qualifications and/or experience deemed to be particularly relevant and valuable to the Department of Visual and Performing Arts; a satisfactory record as a teacher.

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Recognition for the candidate's work must be commensurate with the rank of Lecturer.

### **2. Senior Lecturer**

Those teaching in studio and performance disciplines would normally be expected to have completed an MFA in their field. Normally, as a demonstration of commitment to professional development, candidates whose appointment is primarily in the areas of History and Theory would be expected to have a PHD in their field. Those appointed to the rank of senior lecturer will have distinguished themselves through contributions resulting from a commitment to teaching as defined below. Those holding the rank of senior lecturer should be recognized educational leaders in the region or province with respect to teaching, and service. The success of the candidate in meeting these criteria must be judged in relation to the two primary areas as follows:

#### **i. Teaching Activities**

The department recognizes the centrality of effective teaching to its mission. Accordingly, the candidate for promotion to senior lecturer shall have a record of exceeding the required performance standard in teaching through the following measures:

- student evaluations of faculty performance
- written observations from peers
- course syllabi and other instructional materials the candidate submitted by the

candidate

- documentation of work by students that itself displays innovation and significant achievement
- a statement concerning teaching philosophy and practices in the candidate's self-assessment written as part of the promotion/tenure dossier
- evidence that the applicant is conversant on current literature in their discipline

A professional commitment to the field must impact upon the faculty member's teaching. The department recognizes that candidates may establish a record of teaching-related and other professional activity by making contributions to one or more of the following areas:

- innovative teaching related to regular attendance at significant exhibitions, performances or conferences as most appropriate to the applicant's discipline
- in significant venues external to TRU: the organizing of professional workshops, scholarly meetings, curating of exhibitions, and directing or staging of performances.
- the extension of one's teaching practice to the creation of curriculum or teaching practices that are demonstrably influential in other institutions
- organizing workshops, etc.; significant contributions, beyond the applicant's own courses, to the university or department in terms of curriculum revision and program development, the integration of technology into teaching, etc.
- adjudicating regional exhibitions/performances, journal articles, grant proposals and awards given by external agencies
- Candidates may also engage in such peer reviewed activities as are noted under the research categories for Tripartite faculty and the Department understands that such engagement may have direct connection to a Bipartite faculty member's teaching.

## ii. Service

The candidate must present evidence of consistent contribution in service. Accordingly, the candidate must provide evidence of his or her work as indicated by regular attendance and participation at discipline and department meetings and through work for an appropriate range of committees and two or more of the following:

- taking a leading role in committee work at the departmental or institutional level
- significant roles with off-campus organizations closely related to the applicant's discipline; advisory boards, etc.
- working with local or regional organizations closely related to the applicant's discipline with respect to: such special projects as exhibitions, performances, workshops.

...

Recognition for the candidate's work must be commensurate with the rank of Senior Lecturer.

### **3. Principal Lecturer**

The candidate must normally demonstrate a continuing record of outstanding performance in teaching, and evidence of outstanding service contributions to the University, Discipline and/or Profession and where applicable the community-at-large.

Normally, as a demonstration of commitment to professional development, the candidate would be expected to either hold the terminal degree appropriate to their discipline. Those teaching in studio and performance disciplines would normally be expected to have completed an MFA in their field. Normally, as a demonstration of commitment to professional development, candidates whose appointment is primarily in the areas of History and Theory would be expected to have a PHD in their field.

#### **i. Evidence of External Recognition**

Accordingly, the candidate must provide evidence of external recognition of his or her work equivalent to that of senior lecturer and as indicated by three or more of the following:

- External peer reviews and letters of support of the candidate's teaching and service that indicate superior performance;
- documentation demonstrating the impact or influence of the candidate's teaching at the national level
- involving students in significant projects, such as workshops, exhibitions, performances, conferences, publications, provincially, nationally or internationally.
- leadership roles in national or international professional organizations; nationally or internationally recognized awards, funded and awarded grants, fellowships, visiting professorships, or lectureships, appropriate to the applicant's discipline.
- Service to the discipline

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Recognition for the candidate's work must be commensurate with the rank of Principal Lecturer.

## **Appendix I Relevant Collective Agreement Articles**

### **Article 5 – Appointment of Members**

- 5.1.1 Ranks – Tripartite Appointments
- 5.1.2 Ranks – Bipartite Appointments
- 5.2.1 Tenure-Track Appointments
- 5.2.3.1 Tenured Appointment
- 5.2.3.2 Change in Status from Bipartite or Tripartite Appointment for a Tenured Member

### **Article 6 – Tenure and Promotion of Members**

- 6.1 Preamble
- 6.2 Progression of Promotion
- 6.3 Progression of Tenure
- 6.4 procedures of the Division, Faculty or School Promotion and Tenure Committee
- 6.5 Procedures of the University Council Promotion and Tenure Committee
- 6.6 Action Subsequent to Voting
- 6.6.8 Timeline for Tenure and Promotion Process
- 6.7 Annual Report for Decisions on Tenure and Promotion
- 6.8 University Appeals Committee
- 6.9 University Appeals Committee Procedures
- 6.10 Criteria for Academic Designation, Tenure and Promotion
- 6.10.5 Definition of Categories
- 6.10.5.1 Teaching
- 6.10.5.2 Professional Roles
- 6.10.5.3 Scholarship
- 6.10.5.4 Service
- 6.10.6 Granting of Tenure
- 6.10.7 Academic Designation
- 6.10.7.1 Assistant Professor / Lecturer
- 6.10.7.2 Associate Professor / Senior Lecturer
- 6.10.7.3 Professor / Principal Lecturer
- Appendix 1: List of activities to demonstrate required level of competence in teaching

### **Article 10 – Workload**

- 10.2 Academic Duties and Responsibilities

### **LoU #20 – Lab Faculty Appointment and Promotion Joint Committee**

### **LoU #23 – Transitional Issues**

2. Tenure
3. Rank and Promotion

## **Appendix II** Basic Terms and Definitions

### **DISCIPLINE:**

Means the particular area(s) of study within which a person conducts his/her research. These normally relate to fields established by convention and common practice nationally among academics (understood to represent both practice-based and theory-based modes of research and teaching), which carry with them operational language and material practices, both traditional and experimental, including interdisciplinary studies. Typical disciplines in Visual and Performing Arts (and at TRU) include Film, Music, Theatre and Visual Arts.

### **PEERS:**

This refers primarily to academic colleagues who share a common interest and set of practices in a discipline; they are commonly regarded as people who have an established reputation, who are active and current, and who demonstrate leadership in their particular field of research, clearly evidenced by such widely accepted markers as described in this document and regulated within their discipline. As such, peers are qualified to assess and evaluate the work of colleagues for the purposes of promotion and tenure.

### **EQUIVALENCE TO PEER REVIEW (as it pertains to Theatre Arts):**

Due to the ephemeral nature of live theatre, a definition of “peer reviewed or equivalent” must be considered specific to this discipline. “Peers” can include academic or professional colleagues who attend performances and/or engage TRU faculty to participate in productions at an academic, independent or professional level. However an equally valid and important evaluation of performance works comes in the form of significant newspaper, radio or television previews, reviews and audience response. The assessment of an individual’s work will therefore be conducted with the aid of a portfolio system which will include all possible relevant data for each pertinent project.

## Appendix III

### Peer-Reviewed or Equivalent Activities in Visual and Performing Arts

In addition to traditionally understood areas of peer-reviewed activity (primarily in areas of history/theory) much peer-reviewed work within the visual and performing arts milieu is reviewed by peers outside of the academic institutions, as most of the practice-based artistic/scholarly activities occur outside of the academic setting. In addition to peer reviewed publications, VPA regards peer reviewed activities as those that meet criteria such as the following:

- Exhibitions curated by professional curators.
- Inclusion in exhibitions or performances juried by other professional artists, curators or directors.
- Exhibitions or inclusion in exhibitions in recognized venues such as City Galleries or Museums.
- Exhibitions or inclusion in major periodic exhibitions and biennales, from such regional/national venues as Artropolis and the Alberta Biennale to such major International venues as the Venice Biennale, Documenta, etc.
- Performances in recognized venues such as city or university theaters, concert halls etc.
- Having one's composition performed by a recognized professional musicians or in a recognized venue.
- Having a composition commissioned by a recognized professional musicians or for a recognized venue.
- Exhibiting at a recognized commercial gallery.
- Exhibitions or performances reviewed by writers recognized within the pertinent field. Self-generated artistic activities that are reviewed as such are acceptable.
- Exhibitions or performances reviewed in catalogues, journals and other publications recognized within the pertinent field.
- Having a book or chapter written about one's work.
- Other activities such as participation in a film released for public viewing.

### Peer-Reviewed or equivalent Activities specific to Theatre Arts

- Direction or Design of fully-mounted departmental productions (when not considered part of regular course load)

With respect to the first question, the Theatre Coordinator has typically scheduled such courses for Theatre faculty in such a way that bipartite faculty have credit for productions as part of their teaching load (ie. 4/3 and productions), whereas, tripartite faculty do not (ie. they teach 3/2 plus productions). It is in this way that productions have been considered to be research for tripartite faculty

With respect to the second question, these productions are not peer-reviewed in the traditional academic sense. However, as conveyed by this document, Theatre faculty regard such activities (where they are not a part of assigned teaching workload) to be of equal merit with respect to research.

- Direction or Design of productions produced by recognized local, regional or national theatre companies.
- Participation as a Performer, Stage Manager, Technical Director or Production Manager in productions produced by recognized local, regional or national theatre companies.



- Publication of a Playscript
- Production at the post-secondary, or professional level of a faculty member's Playscript  
My understanding is that Theatre faculty would regard the answer to this as being "yes."
- Participation as Consultant, Coach or Dramaturge for regional, provincial or national theatre organizations
- Participation as a Presenter or Instructor in professional or culturally significant venues, performance conferences, workshops, etc.

Attaining senior ranks normally requires engagement in the external theatre community. I would agree that "normally" is not necessary in this instance but have not asked for clarification of this with others than the VPA Promotion and Tenure Committee members.