

Criteria for Tenure/Promotion and Early Tenure/Promotion  
CSU Dominguez Hills Dance Program

The Faculty Handbook of California State University Dominguez Hills (Section D, page 8), under the heading of "Policies and Procedures Affecting Appointment, Re-Appointment, Tenure and Promotion," lays the foundation for this document through its insistence on maintaining the highest quality standards possible for the institution. A faculty member being considered for tenure and/or promotion shall be evaluated for accomplishments in the area of Teaching, Scholarship and Service.

Teaching: The Dance Program is committed to offering courses taught by well-trained professors who maintain high standards. Faculty should demonstrate a successful teaching experience over a time period of approximately six years. During probationary years faculty should maintain consistent positive teaching evaluations from students (normally 80% or more of the students rating the professor in the top two ratings categories and positive narratives) and positive peer evaluations from tenured faculty in the field.

In each course the Dance faculty will be expected to:

1. State clearly the objectives of each course.
2. State clearly the expected student outcomes for the course.
3. Establish a specific, clear grading system.
4. Administer meaningful and well-constructed exams that are consistent with the stated objectives.
5. Remain fair and reasonable in evaluating students.
6. Meet classes and rehearsals regularly and at scheduled times.
7. Schedule appropriate office hours and be available to students through individual appointments.
8. Be sensitive to the individual needs of each student-performing artist.
9. Possess the ability to motivate the expansion of students' aesthetic and performing talents in dance.
10. Be sensitive to all students from different cultural backgrounds.

Scholarship: The Dance Program views creative activity as equal to publishing and proposes the following examples for faculty preparing their RTP files. This list is neither exhaustive nor all-inclusive but meant as a guideline. Probationary faculty should show continuous contribution in this area and their portfolio should contain examples from more than one area.

1. Public Performance – A positive record of creative activity that is evaluated by peers, department chairperson, or published article. Creative activity could be in producing, directing, choreographing or performing.
2. Public Performance – Works adjudicated by professional external committee.
3. Professional Consultation – Paid or unpaid in dance or related fields.
4. Research – Resulting in publication or reports.
5. Written articles – papers in journals, periodicals, professional societies, magazines, and/or conferences related to dance or the arts.

6. Presentation – of workshops, institutes, master classes, etc. in the area of dance or related subject.
7. Production and publication of a textbook or chapters, videotapes, computer programs, etc.
8. Effective sharing of research findings, consulting experience, and related activities with colleagues and students for the general benefit of the university community.
9. Receipt of awards, commissions, prizes, honors, or grants in dance or related fields of interest.

Service: The Dance Program would recognize positive contributions to the department, college and university through regular service on committees, councils, or focus groups at progressively more important levels.

1. On Campus
2. Community
3. System wide
4. Statewide
5. National

The Dance Program would recognize positive contributions by:

Holding office or important committee leadership in professional organizations in dance.

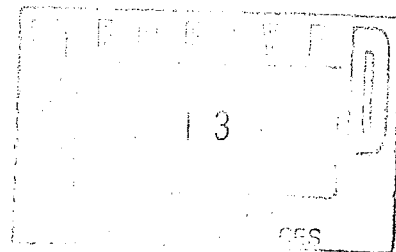
Holding an administrative assignment as program coordinator.

Faculty requesting Early Tenure or Early Promotion would be expected to demonstrate unusually meritorious in the area of teaching and scholarship or service. Unusually meritorious in the area of teaching requires not only consistently high teaching evaluations (90% in top two categories) from student and faculty peers, but also leadership in activities that strengthen teaching and learning.

Faculty requesting Early Tenure or Early Promotion would be expected to be unusually meritorious in the area of scholarship. Unusually meritorious in the area of scholarship would consist of a portfolio containing more than one of the following: Choreography on national tour, two or more adjudicated works by an external committee, publication of a textbook or major work and presentations/workshops in dance at the national level.

Faculty requesting Early Tenure or Early Promotion would be expected to be unusually meritorious in the area of service. Unusually meritorious in the area of service would consist of leadership and membership on major committees in the department, college and university. In addition, there should be a record of regional or national committee leadership in dance.

DANCE PROGRAM STATEMENT ON  
SCHOLARSHIP AND CREATIVE ACTIVITY.



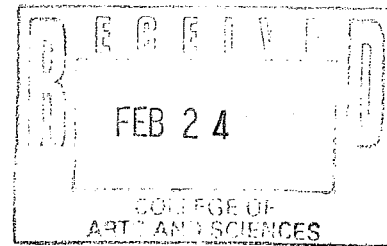
The Dance Program proposes the following as examples of scholarship and creative activity in guiding RTP committees and tenure-track appointees in preparing their RTP files. This list is not exhaustive nor all-inclusive. Any activity relating to the following would be considered a contribution to the University and the Dance Program.

1. Public Performance- A record of creative activity through producing, directing, choreographing, or performing dance that is evaluated by peers, department chairperson, or published article.
2. Professional Consultation - Paid or unpaid in related fields.
3. Planning and Production of Dance Concerts.
4. Research – Resulting in publication or reports.
5. Written Articles – Papers in journals, periodicals, professional societies, magazines, and/or conferences related to dance.
6. Participation – in professional organizations by holding office or important committee membership.
7. Presentation – of Workshops, institutes, master classes etc. in area of dance or related subject.
8. Production and publication of textbook or chapters, videotapes, computer programs, etc.
9. Effective sharing of research findings, consulting experience, and related activities with colleagues and students for the general benefit of the university community.
10. Receipt of awards, commissions, prizes, honors, or grants.

Faculty requesting promotion/tenure should have some adjudicated or reviewed works by an external committee in their portfolio during the years in consideration. Presentations/workshops should take place at the regional or national level during the years being considered.

February 25, 2004

To: CAS Dean's Office  
From: Tomas Tamayo, Dance  
Re: Departmental Review Standards



Departmental Faculty Review Standards

Currently, there are no specific review standards for tenure track advancement. The department uses the initial WPAF as the starting point for all evaluations. Our small program has two full time positions; one full professor and one assistant (tenure track). The fulltime lecturer position was replaced by the assistant professor position in 2002. I have attached the definitions of scholarship and creative activity. These guidelines define activity for advancement and retention for all dance faculty.

## DANCE PROGRAM STATEMENT ON SCHOLARSHIP AND CREATIVE ACTIVITY.

The Dance Program proposes the following as examples of scholarship and creative activity in guiding RTP committees and tenure-track appointees in preparing their RTP files. This list is not exhaustive nor all-inclusive. Any activity relating to the following would be considered a contribution to the University and the Dance Program.

1. Public Performance- A record of creative activity through producing, directing, choreographing, or performing dance that is evaluated by peers, department chairperson, or published article.
2. Professional Consultation - Paid or unpaid in related fields.
3. Planning and Production of Dance Concerts.
4. Research – Resulting in publication or reports.
5. Written Articles – Papers in journals, periodicals, professional societies, magazines, conferences related to dance.
6. Participation – in professional organizations by holding office or important committee membership.
7. Presentation – of Workshops, institutes, master classes etc. in area of dance or related subject.
8. Production and publication of textbook or chapters, videotapes, computer programs, etc.
9. Effective sharing of research findings, consulting experience, and related activities with colleagues and students for the general benefit of the university community.
10. Receipt of awards, commissions, prizes, honors, or grants.

## DANCE PROGRAM STATEMENT ON SCHOLARSHIP AND CREATIVE ACTIVITY.

The Dance Program proposes the following as examples of scholarship and creative activity in guiding RTP committees and tenure-track appointees in preparing their RTP files. This list is not exhaustive nor all-inclusive. Any activity relating to the following would be considered a contribution to the University and the Dance Program.

1. Public Performance- A record of creative activity through producing, directing, choreographing, or performing dance that is evaluated by peers, department chairperson, or published article.
2. Professional Consultation - Paid or unpaid in related fields.
3. Planning and Production of Dance Concerts.
4. Research – Resulting in publication or reports.
5. Written Articles – Papers in journals, periodicals, professional societies, magazines, conferences related to dance.
6. Participation – in professional organizations by holding office or important committee membership.
7. Presentation – of Workshops, institutes, master classes etc. in area of dance or related subject.
8. Production and publication of textbook or chapters, videotapes, computer programs, etc.
9. Effective sharing of research findings, consulting experience, and related activities with colleagues and students for the general benefit of the university community.
10. Receipt of awards, commissions, prizes, honors, or grants.