

# Teaching Evaluation Policies and Procedures

## Department of Theatre and Drama

The Department of Theatre and Drama is committed to providing students with outstanding instruction in all areas of the Theatre Arts. With the expectation of Full Professors, teaching faculty members are required to have their performance in the classroom evaluated every semester by students.

Faculty going through the tenure process are evaluated every year by four tenured faculty members and the Chair. Written feedback on teaching is provided during the annual review process with tenure candidates receiving comments from both the Chair and the Departmental Promotion and Tenure Committee.

**Promotion and Tenure.** The teaching of young artists and scholars is a vital part of the mission of the Department of Theatre and Drama. To this end the Department expects all faculty to be effective teachers capable of stimulating the talent and intellect of students. It is also important that faculty continue work on their teaching skills and effectiveness, documenting these efforts. An evaluation will be made of a faculty member's teaching skills based on the following data and material:

- All student evaluations of teaching for all courses taught
- Unsolicited student letters
- Supervising MFA Projects and production theses
- Awards and accolades received by students taught
- Success of graduates in professional or academic theatre
- Student letters solicited by the Chairperson
- Solicited and unsolicited peer classroom evaluations
- Articles and/or workshops on pedagogy
- Special projects and assignments related to teaching
- Academic student counseling
- Mentoring students in productions
- Other relevant documents, information and activities

The artist/teacher's classroom extends beyond traditional teaching environments. As a master of their discipline, teaching by example and being available to students when they are trying new skills or when they are making creative decisions in production or in the studios are important aspects of the teaching charge. To this end, both traditional methods of evaluating classroom teaching and teaching evaluation derived from the non-traditional environment (peer observation and review during the production process, student testimonial, etc.) are to be used to evaluate strength in teaching in any tenure and promotion case.

While the main focus of external evaluation is centered on Creative Activity or Research, teaching material is sent to external evaluators by the Department and often receives comment.

**Recruitment Interviews.** As part of the interview process, any potential faculty member must teach a course to students which is observed by Department faculty. This session is a key component in hiring new faculty.