

Tenure Requirements
University of Pittsburgh
Theatre arts
2025
3/14/25

These criteria and guidelines supplement the Dietrich School of Arts and Sciences tenure requirements. This document outlines expectations regarding research, teaching, service, and collegiate collaborative behavior for tenure in the Department of Theatre Arts at the University of Pittsburgh.

Teaching:

Candidates are expected to demonstrate pedagogical excellence in their area of expertise. Teaching may occur in the classroom, including specialized and general education courses, department productions, and individual student research mentorship. Tenure candidates will engage students in theatre pedagogy, artistic exploration, and the achievement of advanced conversations within their area of expertise.

Assessed through:

- Minimum of three Peer evaluations
- Teaching materials
- Student course evaluations and recommendations
- Evidence of mentored students
- Evidence of experimentation and innovation with instructional methods
- Course development (new and current courses)

Supplemental Materials Considered

- Evidence of students work done under a candidate's mentorship
- Evidence of research supervision

Ex: undergraduate research award projects, BPhil, thesis, and dissertation supervision.

- Student Advising

Course syllabi should demonstrate an organized and complete course with rigorous assignments relevant to the subject and students' goals which engage students in the subject. Syllabi should be clear in a commitment to academic quality and integrity.

Research:

Through the tenure dossier, the successful tenure candidate will provide evidence of a national reputation in their area of study and a substantial contribution to their field as defined by the required materials below. Faculty in Theatre Arts approach research through a range of methodologies and outputs. Faculty with specialties in performance and design are expected to establish national reputations and contributions primarily through artistic practice and creative research. Faculty with specialties in dramatic literature, theatre history, and performance studies are expected to establish national reputations and contributions primarily through peer-reviewed publication. Some faculty may work across

artistic practice and publication and therefore their research outputs may include both as defined by the department. All faculty will be held to national expectations of excellence comparable to peer institutions.

Performance:

- Participation in at least 5 outside artistic productions during the period under review. These should be artist projects at a professional, national level, at respected theatre companies that represent growth as an artist. The venues must be appropriate to the nature of the performer's/director's work and meet the standards of the profession.
- Documentation of work should include programs and relevant reviews, (including all available photos from all performances to capture the candidate's range of work), video clips if an Actors' Equity Association waiver has been successfully obtained, any profiles of the artist in newspapers, periodicals, relevant websites, and professional journals.
- Evidence of conference participation and workshops in their area of expertise that with a goal to enhance their national reputations as an artist and teacher.

Accepted Exceptions:

- A single-authored, substantial article in a refereed journal or peer reviewed book chapter can replace a single creative project. The faculty member should not serve the journal in an editorial capacity

Activities that will supplement the case of research in performance accomplishment:

- Non-peer reviewed publications of scholarly, professional, or public significance.
- Prizes, awards, fellowships, grants, or other recognitions.
- Peer-reviewed publications on acting, performance, or the craft of acting or performance
- Demonstrated national and/or international recognition through published and/or produced work.
- Published work at respected local artistic venues.
- Invited talks and roundtables

Dramatic Literature, Theatre History, and Performance Studies:

- A single-authored peer reviewed monograph published or a completed manuscript with contract-in-hand from a nationally recognized press. A manuscript is considered contract-in-hand when: it has successfully moved through the peer review process; the author has incorporated any revisions; the revised manuscript has been accepted by press; and the final manuscript is in production.
- A minimum of 3 single-authored, substantial articles in refereed journals, where the faculty member does not serve in an editorial capacity, or peer reviewed book chapters.
- Evidence of active participation in national conferences through the presentation of research.

Accepted Exceptions:

- One creative project at the national level can replace one article or chapter.

Activities that will supplement the case for research accomplishment:

- Editorial leadership of a nationally recognized peer reviewed print or online journal with a demonstrated reputation for excellence in the field.
- Demonstrated national and/or international recognition through published and/or produced work.
- Prizes, awards, fellowships, grants, or other recognitions.
- Invited talks and roundtables
- Edited book collections edited special journal issues, translations, and non-peer reviewed publications of scholarly, professional, or public significance.
- Book and performance reviews
- Creative published works.

Design Technology and Management:

- Participation in a minimum 8 outside creative projects during the period under review. These should be projects at a professional, national level that represent growth as an artist. Venues must be respected and consistent with creative research trajectory.
- Examples of evidence detailing expertise in the production of creative works:
 - Production process information; for example, concept statements or concept plates
 - Scenic, costume and lighting design concept sketches
 - Scenographic models, renderings, and drafting's
 - Plots, working drawings, and revision notes
 - Technical drafting, CAD
 - Production photographs
 - Reviews by local and national media, where applicable
 - Renderings and swatches
 - Conference Participation
- Evidence of conference participation and workshops in their area of expertise that enhance their national reputations as an artist and teacher.

Accepted Exceptions:

- A single-authored, substantial article in a refereed journal or peer reviewed book chapter can replace a single creative project. The faculty member should not serve the journal in an editorial capacity

Activities that will supplement the case for research accomplishment:

- Demonstrated national and/or international recognition through published and/or produced work.
- Prizes, awards, fellowships, grants or other recognitions.

- Non-peer reviewed publications of scholarly, professional, or public significance.
- Peer-reviewed publications in their area of design expertise
- Published work at respected local artistic venues.
- Invited talks and roundtables

Service Theatre Arts Department:

At least two from the list below

- Active committee work at the department-level during the period under review
- Effective service as an advisor to students
- Service in a department leadership position, including, but not limited to, committee chair.
- Faculty advisor to a student group

Service Profession Theatre Arts :

A reasonable number from the list below

- Active Member in professional organizations
- Leadership positions in professional organizations or theatres. This may include serving as elected officers, conference or symposium planners, and programming organizers or serving on artistic boards, executive boards, and committees
- Adjudicators or critics for showcases, competitions, or festivals
- Coach, teach in or advise for local theatre companies and outreach programs, particularly those focused on the pre-college level
- Contributing consultative service in a professional capacity
- Participating in non-research activities of nationally or internationally professional organizations.
- Serving as a peer-reviewers for journals or book manuscripts
- Serving on editorial boards
- Participating in mentoring initiatives for professional organizations that involve student and contingent or early career faculty mentorship

Dossier Required Elements from Candidate:

- Date-stamped Curriculum Vitae
- Research Statement
- Documents of Research
 - Copies of Published Work: published books and articles, manuscripts of accepted articles, proofs, and works in progress.
 - Evidence of Creative Work: final productions and works in progress
 - Reviews of Published or Creative Work
- Grant Support
- List of Publications: published, forthcoming works, and works in press
- Teaching Statement
- Documents of Teaching Effectiveness
 - Peer Evaluations of Teaching
 - Syllabi and Course Materials

- Self-Assessment
 - OMETS Evaluations
- Service Statement
- Evidence of Service (if applicable)
- List of Supervised Graduate Students (if applicable)
- List of Supervised Undergraduate Students
- Copies of Annual Evaluation Letters from Department Chair (submitted to the department by the candidate)
- Third Year Review Letter (submitted by the department, not the candidate)