

General Principles guiding promotion and tenure processes in the Department of Music, Theatre, and Dance

1. No surprises: Non-tenured tenure track faculty are reviewed annually. As faculty members receive reviews on how they are doing, they are to be informed of problems as well as successes. When they go up for tenure or promotion, they should not be informed of grievances against them or other problems that should have, but did not, come up in reviews.
2. National Involvement in one's specialty: We are looking for participation in a given field at the national level. This might be contribution and involvement with an organization, publication in a major journal, a performance or presentation at a nationally recognized venue, or some other presence that extends beyond the region.
3. A regional reputation: We are looking for a reputation that reflects well on PSU in a professional or scholarly way, at the regional level. This might involve regional conferences, publication at the regional level, performances or presentations, etc. By "regional," we mean New Hampshire and the surrounding states.
4. A local reputation: We are looking for contribution and support of the local community. Faculty should be fostering a bond between Plymouth State and its immediate environment. This includes the town of Plymouth and the surrounding towns. This might involve workshops with area schools, involvement with churches, community organizations, science centers, or other institutions.
5. Support of the PSU community: We are looking for evidence of support of PSU beyond the departmental level. This often includes participation on committees and task forces. It may include inter-departmental enterprises, or administrative contributions.
6. Support and collegiality within the department: We are looking for strong contribution and collaboration within the department. This may include administration, curriculum review, search committees, P&T committees, etc., combined with an investment in the professional interests of peers within the department of Music, Theatre, and Dance.
7. Excellence in teaching: We are looking for evidence of strength in the classroom and as an advisor. This includes student evaluations, classroom observations, course load, and student successes.