

Nov 15, 2024
NOTE TO GRADUATE COUNCIL:
— Please review this policy against the Graduate School policy (<https://graduateschool.charlotte.edu/faculty-and-staff-resources/faculty-appointment>).
— Note that it is OK for department policies to be more restrictive than that of the general policy of Graduate School but not less restrictive.

Department of Dance Graduate Faculty Criteria (following the standards of the Graduate Faculty Bylaws)

Graduate faculty in the Department of Dance must meet all three of the following basic criteria. Criteria 2 and 3 will be weighted equally in reviews for reappointment to graduate faculty status.

- 1. Education: All regular appointments** to the graduate faculty from the Department of Dance should have the terminal degree awarded in their field. In performance, choreography, production, and design areas in the performing arts, the M. F. A. (Master of Fine Arts) is usually considered the terminal degree. In scholarly areas such as dance history and criticism, the faculty member may hold either an M. F. A. degree or a Ph. D. degree. In the areas of dance education, an M. Ed. or other teaching-related degree may serve in place of the M. F. A. In those instances where the nominee may not hold the appropriate terminal degree (e.g., the Professional Affiliate category) there must be documented evidence of alternative credentials provided with the recommendation showing that he or she is a professional in the field who is an exemplary practitioner. Such a recommendation must provide specific examples, with justification, of the type of evidence employed to demonstrate exceptional professional experience and alternative credentials that might substitute for the terminal degree. This is especially important in the Department of Dance since many successful practitioners in the performing arts will not have traditional, appropriate terminal degrees.
- 2. Professional Development:** All members of the graduate faculty should have a proven record of professional accomplishments for graduate faculty appointment, and, for reappointment, a clear record of regular accomplishments since their last review. In the discipline of dance, professional activity most often includes creative work such as choreography, staging, reconstructing, dance film and other media, directing, and dancing. In order to count towards an individual faculty member's professional development for purposes of reappointment, tenure and promotion, as well as for appointment or reappointment to the graduate faculty, all such work must be peer-reviewed.

The peer review process articulates the relative quality of a person's work in comparison with that of others in the field. Because of the variety of research agendas in dance, peer review is recognized by the following non-prioritized methods: Adjudicated written or oral critique; articles written about the research; casting in a performance work; citations of the research; commissions; grant support; honors and awards; juried reviews; press reviews and critiques; refereed works. The most common ways for peer reviews to occur include published reviews in newspapers or magazines, adjudication by a neutral representative from a professional organization, and/or a personal letter from the artistic director of the performing-arts organization where the professional activity took place.

Also considered in the process of evaluating faculty work is the relative notoriety of the publication in which a review appears, and/or the prominence of the company with whom the professor is working. For example, a dance company with a national reputation that selects its artists from an applicant pool that includes established professionals from across the country will likely be weighted more heavily than a local company with a limited applicant pool. A review in the New York Times will likely be weighted more heavily than a review in Creative Loafing of a departmental production. It is very likely that national exposure carries more weight than regional exposure which carries more weight than creative work on campus.

For some dance faculty, however, professional activity also includes more traditional scholarly activities such as the publication of books, book chapters, or monographs subjected to peer review and accepted by a publishing company, publication of articles and reviews (invited or not) in peer-reviewed (refereed) journals, and presentations at discipline-based conferences. These two types of professional activity—creative and scholarly—are to be weighted equally for faculty with regard to their graduate faculty status.

3. **Teaching:** For reappointment, all members of the graduate faculty should have been actively involved since their last review with graduate education in the department. Involvement includes teaching graduate courses, advising graduate students, serving on graduate student committees, and governance of the graduate program. Initial appointments will not require such evidence, but individuals may submit evidence of involvement from previous institutions, work in progress on the establishment of graduate education in the department (since this is a department with no graduate programs at present), or other evidence of their interest and/or accomplishments in related fields.

4. **Other:**
 - *Initial appointment to the graduate faculty shall be for a three-year period.
 - *Reappointment to the graduate faculty shall be for a five-year period.
 - *The Graduate Council will consider adjunct, professional-affiliate, and ad hoc graduate faculty appointments separately.

Graduate Council December 3, 2002

Updated by the Department of Dance to remove all references to Theatre – 7-24-24