

Weighing of Criteria-Tenure and Recontracting Department of Music

The Music Department utilizes the following criteria, drawn from the Tenure and Recontracting Memorandum of Agreement, in the following order of importance: teaching effectiveness, creative and scholarly activity/professional development, contributions to the university community, contributions to the wider and professional community. These criteria will be applied to all tenure track faculty. Instructor positions will be evaluated on Appropriateness of Professional Development instead of Scholarly Activity.

1. Teaching Effectiveness

Facilitating and leading student learning is of central importance to the Music Department's mission. Criteria for the evaluation of a candidate's teaching effectiveness *includes but is not limited to:*

- planning and preparation
- instructional methodology
- assessment of student learning
- providing feedback to students
- maintaining currency and relevancy of course content
- enthusiasm
- knowledge of content /musicianship
- interpersonal and communication skills

Evaluation of a candidate's teaching effectiveness is accomplished through student evaluations and peer observations. The music department utilizes a custom student evaluation form that accommodates the wide variety of instructional settings within the department. These evaluations are administered by tenured track faculty in class during the last two weeks of class. (Online evaluations are utilized for online courses). Peer observations are conducted by tenured faculty from within the department, at the invitation of the candidate.

2a. Scholarly and Creative Activity (Assistant Professor)

The type and nature of scholarly and creative work produced by music department faculty will vary widely since the nature of positions within the department is diverse. Differences in musical styles and genres will provide further variance in the nature of our faculty's work. The department recognizes that a faculty member's scholarly and creative work should flow from the nature of their position and musical background. The department embraces this diversity of work and values scholarly and creative work as being central to the mission of the department.

In addition to traditional peer-reviewed publications and peer-reviewed presentations, the Music Department recognizes creative activity as including, but not limited to, the following types of work:

- conducting regional or national festival ensembles

- presenting practitioner workshops for state, regional or national conventions and meetings
- publishing original research/analysis in a peer-reviewed journal
- presenting on research, analysis, or pedagogical techniques at a peer reviewed conference
- performing as soloist or ensemble member with regional or national orchestras/bands, choirs
- holding a chair as a free-lance musician in regional and/or national orchestras/bands; including theatre orchestras and casino orchestras
- serving as vocal soloist with regional or national orchestras or choral societies
- presenting solo recitals on campus and in regional venues
- publishing, premiering and/or arranging performances of original musical compositions
- publishing music method books and/or editing collections of music
- producing and/or engineering recordings
- developing musical software
- directing or conducting professional concerts, theatrical shows or festivals

Given the wide range of work produced, much of it in areas without a formal peer-review process, the Music Department utilizes the following guidelines for evaluating scholarly and creative activity:

- The quality of the work, as compared with other works within that field/style/genre.
- External recognition of the work, including peer-review, invited guest performances, and performance reviews in the media.
- Originality and significance of the work within the field/style/genre.
- The quantity of scholarly activity within a given time period.

Candidates should construct their packets to provide reviewers the ability to directly evaluate the caliber of work, as well as to provide external response/review to the work. Collaborative works are acceptable. Candidates should provide clarity within their packets about their role within collaborative projects.

All candidates should seek external funding to support and enhance their creative and scholarly work. Evaluation of external funding will not be based upon the amount of financial support received, but rather as contextual commentary upon the candidate's ability to conduct a long-term agenda of independent scholarly and creative work.

2b. Professional Development (Instructor)

For the position of Instructor, the criteria of professional development *includes but is not limited to:*

- maintaining currency in discipline, profession, and/or improving abilities a teacher
- deepening and/broadening knowledge of discipline-specific content
- strengthening understanding and application of the pedagogy of particular disciplines
- improving knowledge of the teaching and learning processes

While scholarly and creative work may meet the above criteria, the candidate must demonstrate the relationship between such work and the criteria listed above.

3. Contribution to the University Community

Candidates are expected to participate in and support the operation of the department, college, and university, through activities including but not limited to:

- service on department, college, and university Committees
- participation in departmental program planning, revision, and evaluation
- participation in departmental efforts to recruit students

Expectations for service increase through the tenure process, as candidates secure and expand their role as members of the university community.

4. Contribution to the Wider and Professional Community

The Music Department also seeks to lead and serve the broader musical community. Candidates are expected to engage and lead in the professional through activities that include but are not limited to:

- membership, participation, and leadership in in professional organizations
- participation in and leadership of, conferences
- providing in-service support for K-12 music teachers
- publication of practitioner articles in non-peer reviewed trade journals

Department of Music
Terminal Degree Statement

The Music Department recognizes the terminal degree to either be a doctoral degree (DMA, PhD, or Ed.D) or a master's degree with significant professional experience, and that the standard varies between sub-disciplines within music. The only area in which the Music Department requires a doctoral degree is music education, for which the terminal degree is a Ph.D or Ed.D.

The Music Department acknowledges the widespread acceptance of the DMA as a terminal degree in the American academic world, but advocates for the option to accept the Master of Music as the appropriate terminal degree, assuming that the candidate in question also has an extensive record of professional accomplishment.