UMKC Conservatory of Music and Dance
Guidelines of
Post-Tenure Review Standards

1) Teaching

A) Each tenured faculty member is expected to maintain a regular and acceptable level of instructional activity and is subject to annual review by the Promotion and Tenure Committee and the Dean of the Conservatory.

B) An “acceptable level” of instructional activity is defined as:

- A teaching load that is determined by consultation between the faculty member, Dean of the Conservatory and appropriate Division Chair. Generally; 3, three-hour classes or 18 applied 1-hour lessons per semester or the equivalent combination of classroom teaching and applied lessons (with the conversion that 2 applied students equals one credit of classroom teaching).

- Consistent student evaluation scores at or above Conservatory norms.

2) Artistic Activity

A) Each tenured faculty member is expected to demonstrate continuing scholarly achievement or satisfactory progress toward scholarly achievement.

Tenured faculty members must document professional scholarly/creative achievement over the past five years demonstrated through accomplishing a minimum of four items from among criteria listed immediately below (four different examples from any one category or in any combination of categories will meet this requirement):

a. Publication of significant research, which may include the following: Publication of a book or chapter in a book by a recognized publishing house; publication of a research tool, such as a discography, bibliography, or catalogue, by a recognized publishing house; publication, as an editor or co-editor, of a collection of essays or articles, by a recognized publishing house; publication of scholarly research in a refereed journal; publication of dictionary or encyclopedia articles in a publication issued by a recognized publishing house.
b. Publication of an edition from manuscript.

c. Commission or publication/performance of a composition/choreography.

d. Significant public performance or release of a commercial recording or choreography.

e. Service as editor of a national journal.

f. Membership on a nationally prominent editorial board.

g. Participation as an adjudicator for a national or international competition.

h. Presentation of three papers or research posters at national meetings.

i. Presentation of three master classes at prominent locations.

j. Receipt of substantial internal campus/system grants or external grants.

C) Satisfactory progress toward scholarly achievement shall be defined as significant, documented progress on research projects lasting more than one year.

3) Service

A) Each tenured faculty member is expected to undertake an appropriate level of responsibility for the effective functioning and progress of the Conservatory and/or service in an appropriate professional organization.

B) An “appropriate level” shall be defined as:

- Minimum of one service commitment per year at the Conservatory, University or system level or service on a professional organization (e.g. KCMTA, CMS, etc.).