# Weber State University Five-Year Program Review WSU Department of Performing Arts— Theatre Program Review Evaluation Team Narrative Report, April 2015

The following narrative report reflects the observations, questions, findings, and recommendations of the Evaluation Team based on the team's March 6, 2015, site visit.

# The team was comprised of the following members:

External Members:

John Hill, Review Committee Chair, Front Range Community College, Fort Collins, CO Bob Nelson, University of Utah

Internal Members:

Sue Harley, Department of Botany, WSU College of Science

Kathleen "K" Stevenson, Department of Visual Arts & Design, WSU College of Arts and Humanities

# Besides touring the Browning Center, the Evaluation Team met with the following faculty, staff, and administrators:

Bryce Allen Staff, Technical Director Tracy Callahan Faculty, Acting/Directing

James C. Christian Faculty, Musical Theatre Director, Theatre Studies

Jean-Louise England Staff, Costume Shop Manager

Jessica Greenberg Faculty, Lighting and Sound Design Faculty, Theatre Ed/History/Playwriting

Van Tinkham Faculty, Scenic Design

Catherine Zublin Faculty, Costume Design, Assoc. Dean, and current acting chair of

English

Madonne Miner Dean, College of Arts and

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administrative duties as the ubiquitous computer and laptop have become the "default" office, secretarial, and managerial support system for all. Unfortunately its operation requires extra work from its isolated operators. The teaching load—12 credit hours per semester—is already significantly high, although it should be noted that there does seem to be equitable reassigned time for production work, but less so or none for administrative duties. To add to the already growing list of expectations and duties—more service to students, a higher degree of research and the added burden of increasing administrative duties—a committee of higher administers should consider undertaking a comprehensive and long-term review, in cooperation with faculty, addressing issues of Rank, Tenure and Advancement, especially as it applies to load and compensation.

Budgets are always tricky—especially in times that come immediately following a national downturn and from a State Legislature that has relegated the rapidly growing WSU institution to teaching, not research. Several significant expenditures—some through strategic fund-raising, others through thoughtful administration—have been very beneficial to the Department overall. However, continued fairness in monies and resource distribution to all three Department areas, or at least the perception of fairness, is important, in particular if the Department remains a group of three individual areas. As the staff members' assigned tasks are continually growing, there should be an effort made to keep compensation in line with their duties. The compensation to adjuncts—especially as they play such a significant role within the Department—should also undergo constant review, advocacy and adjustment.

all levels within the administration. The Music area, with distinct personnel needs—such as the often one-to-one ratio of student to teacher—has resulted in numerical and therefore political advantage for this area during departmental voting. And though we find no purposeful misuse of this perceived advantage (in agendas, strategies, policies, etc.), the effect on personnel, budget and resource distribution is continually called into question by many individuals.

#### Recommendations to meet standards related to:

Efforts in departmental collaborations Faculty and Staff workloads Outreach Possible departmental reorganization

- There needs to be overt support for efforts of junior faculty to collaborate across the three areas of the Department, through financial, scheduling, load and staffing incentives.
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reconcile Professor Goldbogen's activities in Learning Arts

provide technical support to Dance.

- b. Adequate.
- c. Adequate. Space is at a premium in the Browning Center. Equipment in the Eccles Theatre and the Allred Theatre need updating.

## STANDARD G-RELATIONSHIPS WITH EXTERNAL COMMUNITIES

- a. Not applicable
- b. Not applicable
- c. Not applicable

## STANDARD H-PROGRAM SUMMARY

Strong. Addressed all concerns raised in the prior review. Provided a timeline for addressing each concern.