

## DEPARTMENT OF THEATRE

### Mission

The Department of Theatre at Oklahoma State University is committed to providing students at the university with a comprehensive professionally focused theatre education within the context of a liberal arts education which:

- Embraces the values of a liberal arts education;
- Fosters lifelong intellectual pursuit;
- Develops creative, collaborative, and communication skills; and
- Enables professional careers.

### Vision

The Department of Theatre at Oklahoma State University will be a comprehensive undergraduate and initial graduate theatre program of regional and national prominence, producing well-educated and highly skilled scholar-artists.

### Core Values

**Diversity** – We respect others values, diversity of opinions, freedom of expression, and other ethnic and cultural backgrounds. We are committed to promoting greater diversity in the college.

**Integrity** – We are committed to the principles of truth, honesty, and we will be equitable, ethical, and professional.

**Service** – We believe that serving others is a noble and worthy endeavor.

**Intellectual Freedom** – We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge. We are committed to academic freedom.

**Excellence** – We seek excellence in all our endeavors, and we are committed to continuous improvement. We are committed to outstanding research, scholarly, and creative activity, and effective high-quality teaching.

**Stewardship of Resources** – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public's trust and are accountable for our actions.

## Goals, Critical Success Factors, Objectives, and Strategies

**Goal 1: Broaden theatre student's artistic experiences and opportunities on and off the campus.**

### **Critical Success Factors:**

- More students out on internships, placed in better companies
- Increased number of guest artists
- More students going to URTA's and other unified auditions
- Students participating in regional and national conferences

### **Objectives:**

**Objective 1.1:** Increase the number of theatre majors applying/auditioning for summer internships and production positions for summer theatre companies.

#### Strategies:

- Build external audition requirements into BFA and upper division performance and production courses
- Establish internship opportunities with select companies
- Recruit casting directors to audition students on our campus.

**Objective 1.2:** Develop an ongoing guest artist program to augment the department main-stage production series.

#### Strategies:

- Regular applications for Norris Funds to support guest artists
- Capitalize on Assessment funds to have jury reviewers present workshops while in residence
- Seek external funding source to support regular schedule of guest artists who can contribute to the department productions.

**Objective 1.3:** Provide travel support to graduate placement auditions/interviews for talented undergraduate students.

#### Strategies:

- Organize Audition trips to make efficient use of funds
- Seek external funding support to develop travel scholarships for outstanding students to attend unified auditions and other events which afford employment opportunities
- Promote attendance at URTA auditions as part of assessment.

**Objective 1.4:** Provide support to enable graduate students to participate in debut panels.

Strategies:

- Seek external funding to provide financial support for student travel
- Develop department wide competition for funding support for travel to professional meetings
- Encourage faculty attending professional meetings which have debut panels to take qualified graduate students
- Encourage Graduate students to take advantage of GSA travel funds.

**Goal 2: Enhance the learning environment to be more conducive to an arts education.**

**Critical Success Factors:**

- More cross fertilization between the arts programs on campus
- Development of interdisciplinary multi-arts programs
- Increased participation by students from music, creative writing and art
- Broaden awareness and involvement of campus, local community and region in OSU cultural events

**Objectives:**

**Objectives 2.1:** Establish interdisciplinary multi arts programs with music, art, creative writing and related programs across campus.

Strategies:

- Explore establishment of music theatre component to the curriculum with music program
- Expand minor opportunities with other arts programs to address specific student career goals
- Explore script development projects utilizing student performers with creative writing program
- Explore acting for the camera curriculum with Journalism Broadcast department.

**Objectives 2.2:** Develop new artistic collaborations between faculty of Music, Theatre, Art and Creative Writing.

Strategies:

- Develop a dance series which integrates music students and dance students in a public performance
- Explore alternative performance venue's in non traditional spaces such as art galleries, Union Balcony etc. in non traditional public performances
- Explore digital media as a crossroads to inter-departmental collaborations.

**Objectives 2.3:** Establish a staff driven arts marketing and promotions office shared by Art, Music, Theatre and Creative Writing to support educational concerts, productions and exhibitions.

Strategies:

- Apply for student activity fee funds to support productions costs
- Establish an internship opportunity for Public Relations students interested in promotions and marketing

- Create an external sponsorship program through sale of ads and other options to partially fund publications and paid marketing efforts
- Identify faculty from respective programs who have marketing responsibility for department arts programming.

**Goal 3: Attract and retain talented and qualified undergraduate and graduate theatre students.**

**Critical Success Factors:**

- Higher academic entrance scores for incoming freshmen and graduate students
- Improved quality in production program
- Increased student placement in MFA and PhD programs
- Increased student placement in professional theatre companies

**Objectives:**

**Objective 3.1:** Increase critical mass of undergraduate majors to 100-125.

Strategies:

- Enhance recruitment materials to better reflect the quality and nature of the programs
- Seek funds to expand availability of scholarships for entering and continuing theatre students
- Provide outreach throughout the state at the secondary school level to better expose students to the quality of the department
- Develop national print.

**Objective 3.2:** Increase critical mass of graduate students.

Strategies:

- Enhance graduate recruitment materials to better reflect the quality and nature of the programs
- Cultivate relations with strong undergraduate programs in the regions that produce students for whom our MA would be an appropriate degree
- Expand the curriculum to appeal to a broader range of interests within the discipline.

**Objective 3.3:** Expand recruitment efforts to identify a broader and more diverse range of student applicants.

Strategies:

- Accelerate student recruitment at secondary schools with high rate of diversity within the student body
- Enhance production programming to better serve a more diverse student population.

**Objective 3.4:** Improve freshman retention rate.

Strategies:

- Develop upperclassman mentoring program
- Improve freshman advising to create a stronger, more immediate bond between students and the department
- Monitor student performance to help identify at risk students earlier during their freshman year.

**Objective 3.5:** Improve graduation rate for undergraduate programs.

Strategies:

- Monitor student progress through faculty academic advisors
- Develop consistent production eligibility program based on academic performance
- Maintain regular course offering list to ensure availability of courses to keep students on track.

**Goal 4: Continue to enhance the programmatic offerings of the department to enrich the education of our students and add to the cultural life of the community and campus.**

**Critical Success Factors:**

- More diversity in the student body within the major
- Expanded production program involvement
- More highly skilled student performers, technicians and designers
- Increased student placement in advanced training programs and the industry
- Greater public access to public performances by campus and local communities

**Objectives:**

**Objective 4.1:** Add a dance performance component to the department production program.

Strategies:

- Redevelop production schedule to enable regularly dance concerts
- Integrate production needs of dance concerts into production course curriculum
- Re allocate course load release time and production assignments for faculty to allow the additional production assignments.

**Objective 4.2:** Increase staff support for the production program.

Strategies:

- Seek funds to upgrade salary and subsequent job qualifications for the costume shop manager
- Seek funds to add a professional staff scene shop foreman to oversee day to day operations and maintenance of the Vivian Locke Facility
- Increase student apprentice salaries in production support areas.

**Objective 4.3:** Expand the Dance Curriculum.

Strategies:

- Re-allocate funds to hire adjunct faculty in ballet
- Seek additional funding to add a dance specialist to the faculty
- Continue to integrate dance into the department production program.

**Objective 4.4:** Develop an ethnic based performance ensemble.

Strategies:

- Dependant on student interests and faculty backgrounds, develop funding to support a culturally diverse performance ensemble.



**Objective 4.5:** Develop sub-specialties within the BFA program.

Strategies:

- As student demand increases, add course work to support sub-specializations in areas of technical production and design to include costume, sound, technical direction and other areas as appropriate
- Develop related curricula opportunities outside of the department that can supplement and enhance individual areas of specialization.

**Objective 4.6:** Implement the MA in Arts Management on the Tulsa and Stillwater Campus.

Strategies:

- Re-assign faculty within the department to teach Arts Management Core courses in Stillwater
- Work with Tulsa administration to secure funding to add Arts Management program coordinator
- Re-develop supplemental courses to replace MBA classes not available from Business
- Work to re-establish internship opportunities for graduate students in Tulsa at appropriate arts institutions.

**Goal 5: Upgrade the teaching facilities to better suit the educational activities necessary to a professionally focused theatre-training program.**

**Critical Success Factors:**

- Courses will be taught in spaces conducive to learning
- Multiple production activities can occur simultaneously
- Production activities will not impinge on instructional activities
- Enhanced performance activities

**Objectives:**

**Objective 5.1:** Produce student directed and designed productions in a space that allows more sophisticated production values and larger audience involvement.

Strategies:

- Work with the college development office and staff to identify potential funding sources to support an addition to the Seretean Center
- Explore existing space that might be re-assigned for department use that would be more suitable for student production work.

**Objective 5.2:** Teach dance courses in a studio that is appropriate for theatrical dance.

Strategies:

- Work with the Colvin Center to secure dance studio space for use by Theatre Department Dance Students
- Work with College development office and staff to identify potential funding sources to support an addition to Seretean Center
- Identify replacement space so that the basement of the Locke theatre can be returned to its original purpose.

**Objective 5.3:** Provide adequate rehearsal spaces for student classroom projects required in the curriculum.

Strategies:

- Seek reallocated space suitable for small rehearsal studios
- Work to include student rehearsal spaces as part of Seretean Center renovation plan.

**Objective 5.4:** Secure Expanded theatre script library space for improved collection and accessibility.

Strategies:

- Identify renovation funds to make more efficient use of Gundersen hall space
- Seek reallocated space suitable for our script library holdings.

**Objective 5.5:** Expand Production laboratories to accommodate larger scale productions sophisticated production techniques, and safety.

Strategies:

- Work to include extended shop as part of Seretean Center renovation plan.

**Objective 5.6:** Enable students to work with state of the art production equipment.

Strategies:

- Continue to seek Tech Fee funds to supply students with up to date technology
- Devote a portion of each year's production budgets to acquire new equipment and technological innovations for the department
- Work with College and University to develop an ongoing capital equipment replacement program.

**Goal 6: Enhance the professional development opportunities for the faculty enabling broader regional and national creative activity opportunities for faculty.**

**Critical Success Factors:**

- Increased regional and national visibility of the faculty
- Increased faculty knowledge of the professional practices of the entertainment industry
- Expanded faculty involvement in professional organizations
- Improved faculty retention, tenure and promotion rate
- Enhanced image of the University, College and Department

**Objectives:**

**Objective 6.1:** Reduce Faculty Teaching Loads.

Strategies:

- Continue to monitor excessive use of independent study courses
- Look to the addition of adjunct faculty to assist in the performance and intro courses.

**Objective 6.2:** Expand department travel support for faculty.

Strategies:

- Work with College and university to increase faculty travel support for faculty to attend national and regional conferences
- Encourage faculty to present at national and regional conferences to remain competitive for college travel programs.

**Objective 6.3:** Improve professional staff support for production programs.

Strategies:

- Work with the college to identify new funds to augment current staff salaries so that more qualified staff can be hired for the department production program
- Work with the college to secure funding for a shop, facility manager that can assume some responsibilities for technical support and facility and equipment maintenance allowing faculty TD more time to work with students.

**Objective 6.4:** Increase graduate teaching assistants to support specific faculty teaching needs.

Strategies:

- Assign TA position to individual faculty needing additional production, or administrative support

- Work with College to increase TA funding to attract more qualified graduate students with the skills to provide efficient support to faculty in various capacities.