

## Promotion and Tenure Committee Report, 2018-2019

While P&T historically has done most if not all of its work in fall semester, we have stayed busy for the entire year that has passed since the General Faculty meeting last May.

### *Summer 2018: Unit Criteria Revisions*

During the summer, we reviewed, edited, and approved revised unit criteria for 8 units: JCBE, FACS, Psychology, MCS, NSE, Library, MBSON, and IES. The unit criteria for these units are now much more specific about what is valued by the unit and what types and amounts of work are required to earn the rankings necessary for tenure and promotion to associate and full professor. The addition of language regarding public scholarship also creates new levels of flexibility in terms of what can be counted as scholarship. I want to thank the committee for the sustained and high-quality attention paid to these tasks during a season typically considered outside the scope of most university committee work. This is a crucial document that guides the candidates' work and facilitates appropriate evaluations by the committees, administrators, and external reviewers who evaluate that work. I recommend that the units who did not revise their unit criteria take up that task this year. The revised unit criteria from the last round provide excellent models to guide these efforts. NSE created an especially useful model.

### *Fall 2018: File Evaluation*

Fall semester, we reviewed 10 files: 5 for tenure and promotion to associate professor, and 5 for promotion to full professor. I want to thank Ryan Boggs in Academic Affairs for his excellent support role for the committee during this time. He kept things running smoothly and offered expert consultation on for me on procedural and logistical details.

### *Spring 2018: New Guidelines for P&T Files*

This spring, the committee took up the charge to propose guidelines for reducing the file size from 5 binders to 2 binders. We also

- edited the summary binder instructions to improve clarity,
- revised requirements to place an emphasis on the candidate's self-assessment narrative (case narrative) and on peer evaluations of teaching

while de-emphasizing the role, or at least the physical presence, of student opinion polls in the files,

- made minor revisions to the post-tenure review policy,
- proposed a new policy to enhance the ethical management of requests for external reviews of files,
- and held two workshops for faculty on tips for constructing a persuasive file for tenure and promotion to associate and full professor ranks.

### *Recommendations*

We strongly recommend that units provide rigorous and meaningful mentoring of assistant professors. We also recommend that the appropriate offices develop regular workshops on various aspects of constructing these files and other professional development opportunities similar to the Fast Track series previously led by Jennifer Parker, to address matters like how to write an effective case narrative, useful teaching philosophies and candidate's comments on teaching, or even, more broadly, how to write a book proposal or how to develop and place an article in a peer-reviewed journal.

### *Committee Chairs*

It has been an honor to serve the university and faculty in this role. Finally, I would like to thank Jon Storm for modeling highly-engaged P&T committee leadership in 2017-2018, and to welcome Darlene Amendolair as the incoming chair of P&T for 2019-2020.