Promotion and Tenure Committee Workshop

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- P&T should be aspirational
- Promotion and tenure
  - National recognition for research/scholarship
  - Teaching, outreach, and service contributions
- Promotion to professor
  - National and/or international leadership
  - Teaching, outreach, and service contributions
- Faculty profile connected to department scholarship aspirations
- Integrated into VT shaped knowledge program
National Impact measures for disciplinary, interdisciplinary and translational activity
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- Each discipline/department must establish the avenues and tools for demonstrating national impact of the faculty member’s research/scholarly work
- Each discipline/department must establish the metrics/thresholds for demonstration of national recognition and leadership (per avenue)
- Metrics should be benchmarked nationally – monitor progress in relation to relevant peers
- Quantitative and qualitative indicators for external recognition/national impact of candidate’s research/scholarship
- Each discipline/department must establish the metrics/thresholds for demonstration of excellence in teaching and outreach
- A consensus discovery process led by the faculty and managed by the Department Head
- Results become a standardized, transparent, benchmarked, inclusive context for peer evaluation
Candidate and department head should jointly develop, early in the candidate’s review period, the narrative and context for the scholarly productivity and impact of the faculty member and show how it connects to department metrics.

Choose appropriate internal mentors and external peers and aspirational peers for each faculty member.

External reviewers should be chosen by department committee/department head, with minority suggested by candidate.

Department head’s letter should address the expectations for the candidate’s promotion: Teaching, research and scholarship, service and outreach.

Committee letters should address the major points of discussion, positive and negative.
- Promotion and tenure and promotion to professor standards have not changed.

- The development of avenues and tools for demonstrating achievement of the standards is new.

- The documentation that is expected for demonstrating achievement is new.
Questions?