

PROPOSED  
CHANGES TO THE  
PROMOTION AND  
TENURE  
GUIDELINES

# *The Next 150* Strategic Plan

- Interdisciplinary research
- Public engagement
- Student success/teaching excellence
- Diversity, equity, and inclusion



# Provost Office Task Force: P&T

Eva Pomerantz (LAS, Chair), Antonious Augoustakis (LAS), Carla Caceres (LAS), Jan Erkert (FAA), Lynford Goddard (Engineering), Brendan Harley (Engineering), Bob Hughes (ACES), Karen Kirk (Applied Health Sciences), Praveen Kumar (Engineering), Melissa Littlefield (LAS), Micki Ostrosky (Education), Cornelia Otnes (Geis), Chris Prom (Library)



# Provost Office Task Force: Public Engagement

Eva Pomerantz (LAS, Chair), Gabrielle Allen (Education), Daniel Bodony (Engineering), Karen Chapman-Novakosfski (ACES), Cara Finnegan (LAS), Lisa Monda-Amaya (Education), Cynthia Oliver (FAA), Terry Ostler (Social Work), Laura Payne (Applied Health Sciences), Robin Wilson (Law and IGPA)



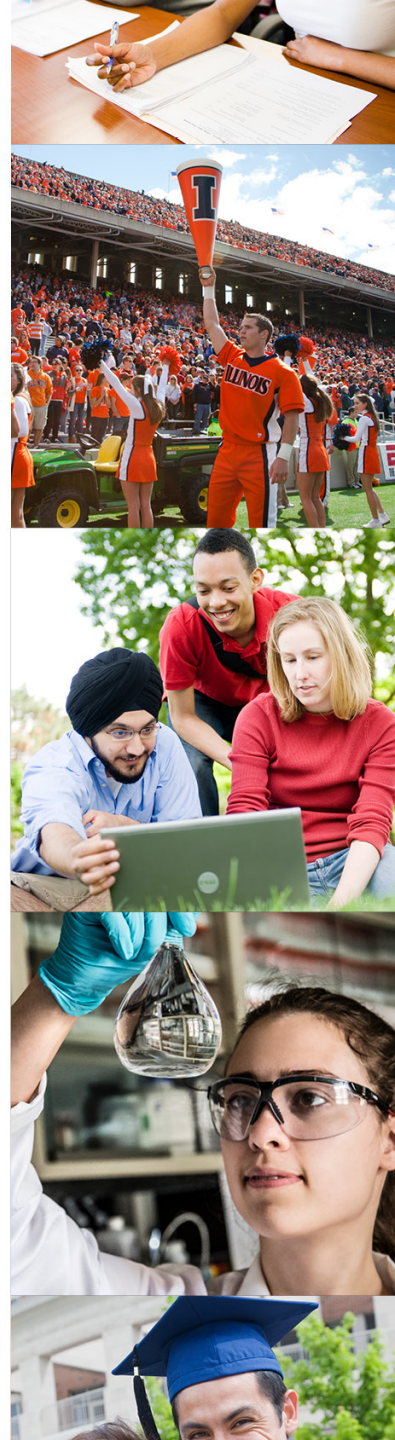
# Provost Office Task Force: Evaluating Teaching Excellence

Amy Ando (ACES, Chair), Timothy Bretl (ENG), Tara Earls Larrison (SSW), Karle Flanagan (LAS), Kim Graber (AHS), David Hays (FAA), Angela Kent (ACES), Denise Loyd (BUS), Shachar Meron (COM), Karla Moller (EDUC), Michelle Nelson (COM), Steve Petruzzello (AHS), Robert Rushing (LAS), Sharon Shavitt (BUS), Timothy Stelzer (ENG), Maryalice Wu (CITL), Ann Yeung (FAA), James Yoon (LAS)



# Consultation with Stakeholders

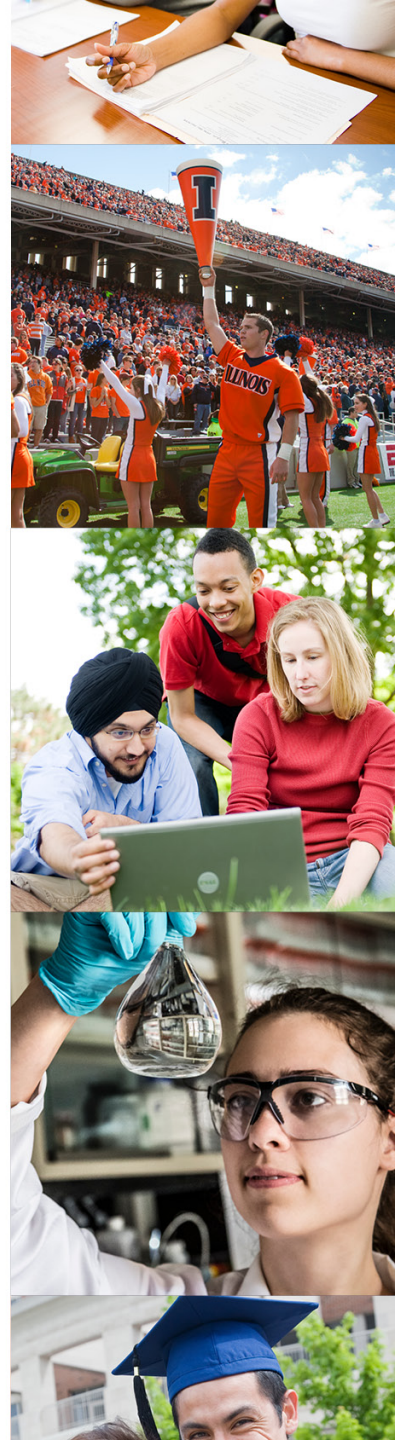
- Council of Deans
- College Executive Committees (Dean's request)
- Provost's Coffee
- UEOs/Academic Leadership Series
- Campus P&T Committee & Former Members
- DRIVE Committee
- Humanities Council
- CRAWG
- Teaching Advancement Board
- Associate Professors
- Assistant Professors





# Consultation with Stakeholders

- Senate Committees
  - General University Policy
  - Educational Policy
  - Public Engagement and Outreach
  - Diversity, Equity, and Inclusion



# Consultation with Stakeholders

- Websites:

<https://comm9revisions.illinois.edu/>

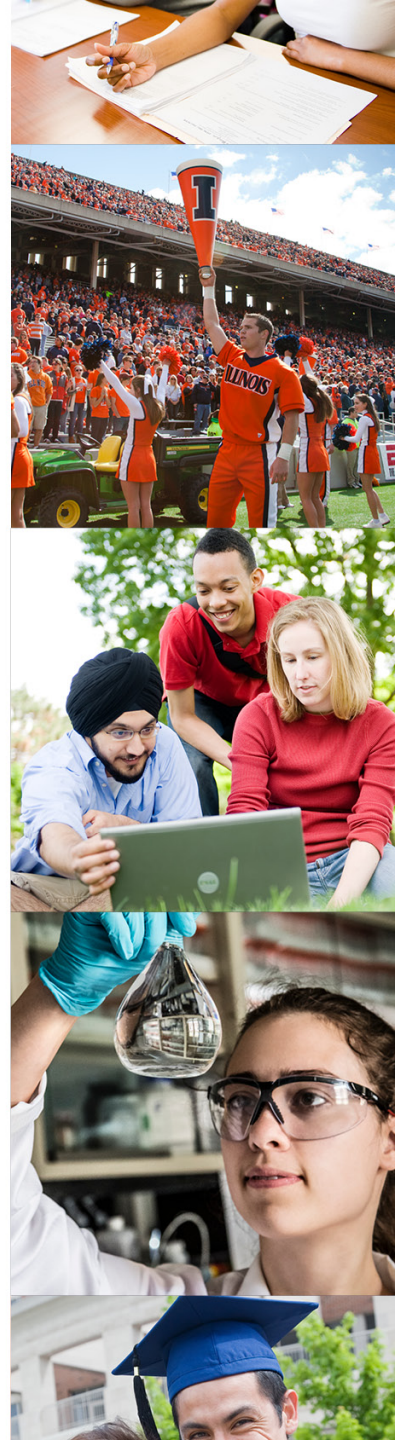
<https://teachingeval.illinois.edu/>



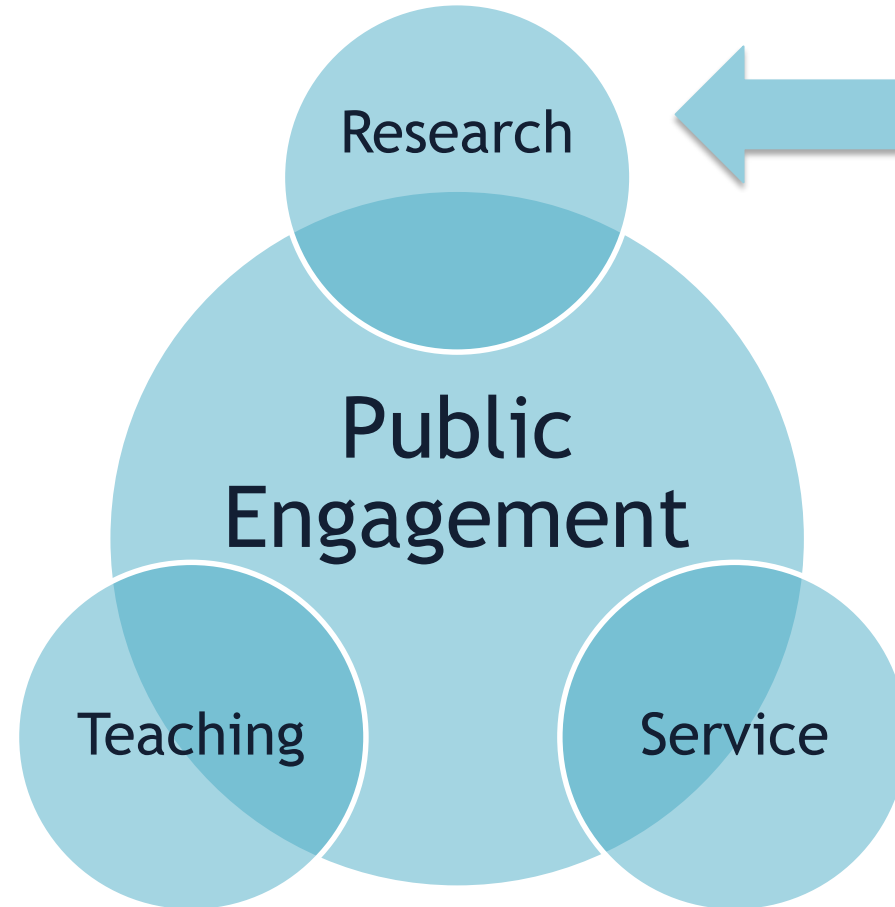


# INTERDISCIPLINARY AND TEAM RESEARCH

- Letter from team leader on candidate's contribution
- Suggested wording for letters to external evaluators
- Conflict-of-interest criteria for external evaluators

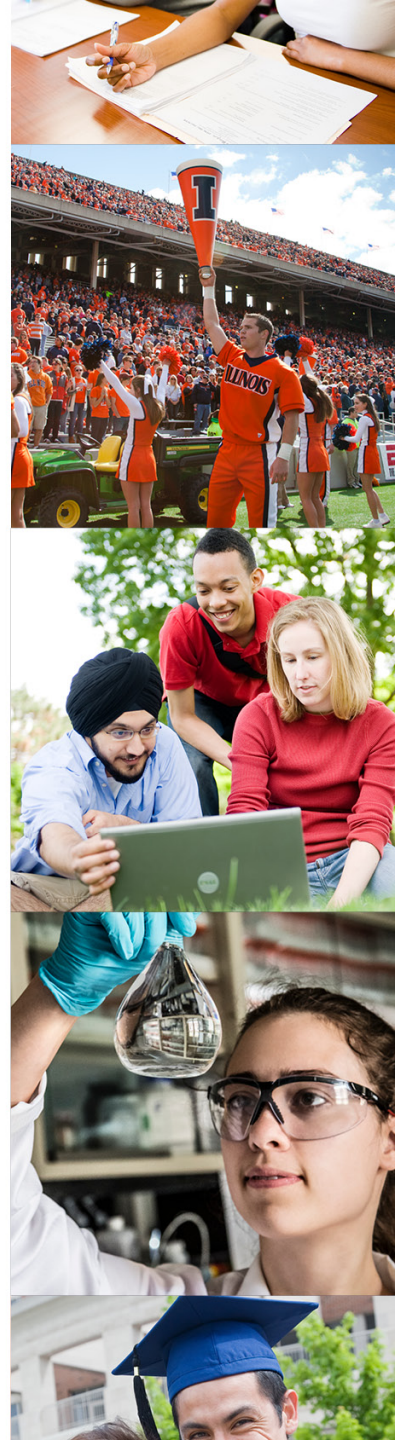


# PUBLIC ENGAGEMENT



# PUBLIC ENGAGEMENT

- Integration of public engagement in statements and evaluations
- Option for public engagement research focus
  - Alternative external evaluator letters
  - Alternative evaluation criteria and metrics



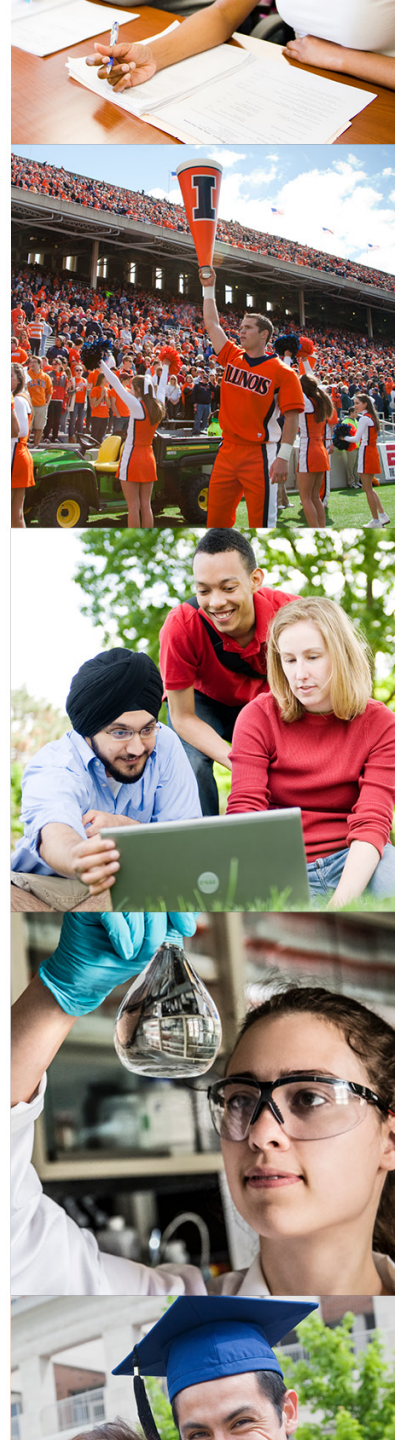
# EVALUATING TEACHING EXCELLENCE

- Aligned to campus-wide *Definition of Teaching Excellence*
- Based on
  - Regular peer review
  - Instructor self-reflection
  - Student feedback



# DIVERSITY, EQUITY, AND INCLUSION

- Evaluation of DEI efforts and impact
  - A one-page candidate personal statement
  - Internal evaluation by committee
  - Request for evaluation by external evaluators



# DEI CONTRIBUTION EXAMPLES

	Individual	Programmatic	Institutional
Research	Address equity issues in research	Leading or being part of a research group addressing equity issues	Creating a new campus research initiative on DEI
Teaching	Incorporation of DEI elements into teaching and mentoring	Taking part in a mentorship or pipeline program	Developing a new academic DEI program or specialization
Service	Serving as a diversity advocate	Involvement in DEI program building; organization of DEI seminars or workshops	Taking a leadership role in a new program serving community constituents

Guided by University of Oregon rubric





# The Revised Communication #9 Document

- Website:

<https://comm9revisions.illinois.edu/>

<https://teachingeval.illinois.edu/>

