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

Research

Public Engagement

Teaching

Service
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

<table>
<thead>
<tr>
<th></th>
<th>Individual</th>
<th>Programmatic</th>
<th>Institutional</th>
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</thead>
<tbody>
<tr>
<td><strong>Research</strong></td>
<td>Address equity issues in research</td>
<td>Leading or being part of a research group addressing equity issues</td>
<td>Creating a new campus research initiative on DEI</td>
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<tr>
<td><strong>Teaching</strong></td>
<td>Incorporation of DEI elements into teaching and mentoring</td>
<td>Taking part in a mentorship or pipeline program</td>
<td>Developing a new academic DEI program or specialization</td>
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<tr>
<td><strong>Service</strong></td>
<td>Serving as a diversity advocate</td>
<td>Involvement in DEI program building; organization of DEI seminars or workshops</td>
<td>Taking a leadership role in a new program serving community constituents</td>
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Guided by University of Oregon rubric
The Revised Communication #9 Document

• Website:
  
  https://comm9revisions.illinois.edu/

  https://teachingeval.illinois.edu/