

SEATTLEU

SU ADVANCE Proposed Revised Guidelines for Promotion to Professor

*Open Community Forum on 14 January 2021 by
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Key Points for Today

- SU ADVANCE program goals & “Reimagining the Professoriate”
- Revised promotion guidelines – community input and revision process SU handbook revision – shared governance process
- Overview of the proposed revised guidelines for promotion to full professor
- Discussion, Q&A, and feedback
- Next steps

Goals of the SU ADVANCE Program: Reimagining the Professoriate

- Alignment of our educational mission with the work faculty currently do, and the recognition systems that are used to evaluate this work.
- A reimagined professoriate in which the diversity of faculty contributions are celebrated for what they are—necessary for the success and sustainability of the university.
- A restructuring of our promotion guidelines, and the implementation of holistic training for faculty and administrators, for the cultural transformation that is necessary if we are to be a diverse institution.

Proposed Revised Guidelines and the Revision Process

- To begin, a comparative analysis of 60+ institutions of higher ed in the U.S.
- Provost appointed Task Force met regularly for two years
 - Discussions, brainstorming around "what counts."
 - Task Force Working Group drafted new guidelines draft, gathered feedback
- Feedback <-> Revisions
 - Qualtrics online feedback survey in spring 2020 (N=116)
 - Academic Assembly presentations spring and fall quarters, 2020
 - Deans' Council, Associate Deans
 - Repeated listening sessions with the community

Institutional Transformation

Technical Change – Revised Promotion Guidelines to Full Professor

- Task Force and Working Group
- Academic Assembly
- Dean's Council
- Faculty Handbook Revision Committee
- Board of Trustees

Adaptive Change – Multi-level, multi-dimensional, collaborative

- Faculty development and evaluator training initiatives
- Mentorship training for administrators and department chairs
- Synergistic collaboration with the Office of Diversity & Inclusion and the Center for Faculty Development

Proposed Revised Guidelines: Significant Changes to the Current Handbook

- Addition of the Holistic Faculty Development Plan (HFDP)
- Expansion of faculty activities evaluated for promotion to Professor
 - Curriculum/program development
 - Contributions to university leadership
 - Research/scholarly/creative practice
 - Applied and public scholarship
 - Community-engaged scholarship and research, teaching and learning, or other service.

Frequently Asked Questions from all of you during the Revision Process

Why are these revisions necessary?

Data from across institutions of U.S. higher education show that when promotion policies are vaguely worded and prioritize “traditional” scholarship, women and faculty of color are promoted at lower rates than when inclusive expectations are clearly defined.

Seattle University has clearly communicated that it recognizes women and faculty of color systemically experience bias and mixed messages in the academy.

The codification of inclusive expectations for promotion to full professor is a concrete step to begin to change our academic culture.

Frequently Asked Questions Continued

What if my professional interests and priorities shift after I develop my Holistic Faculty Development Plan? Am I stuck with the original plan?

Excerpt from the revised guidelines:

“The HFDP is generative and collaborative in nature and is intended to be responsive to faculty professional growth. Thus, the HFDP should be reviewed annually and may be modified. A faculty member’s annual performance review provides an opportunity for ongoing formative mentorship that supports faculty progress in their adopted HFDP.”

Frequently Asked Questions Continued

How can I be sure that I will receive adequate mentoring through the process of developing a holistic faculty development plan?

The SU ADVANCE Holistic Faculty Formation Working Group plans to develop holistic mentorship training programs for administrators and faculty development workshops.

Additionally, Colleges and Schools will have access to supplemental documentation and tools to provide guidance on the implementation process.

Frequently Asked Questions Continued

My professional interests include more than one of the defined areas of faculty work. Will I be forced to pick only one area to engage deeply?

Excerpts from the revised guidelines:

*“Promotion to Professor is based on a record of excellent accomplishment and high competence demonstrating career-long **integration**”*

*“Faculty petitioning for promotion to Professor will demonstrate a record of achievement that indicates intentional development in **one or more of the areas of faculty work** as articulated in their adopted HFDP”*

Frequently Asked Questions Continued

Do the new guidelines encourage faculty to be excellent in one area and mediocre in others?

Excerpts from the revised guidelines:

“Eligibility requirements for promotion to Professor include: Evidence of ongoing effectiveness in supporting the SU student experience as exemplified through teaching, advising, student mentoring or administrative support of student success as evaluated holistically.”

“Although candidates are not expected to have equal levels of commitment or equal responsibilities across all areas of faculty work, demonstration of articulated and integrated professional expertise and identity is expected.”

Discussion, Q&A, and Feedback

Next Steps

- A final revision of the guidelines will be submitted to Faculty Handbook Revision Committee (FHRC) by the SU ADVANCE team by late January 2021.
- The FHRC then submits its recommendations to the AcA for approval and the AcA then submits these to the Provost.
- Faculty handbook revisions are considered by Board of Trustees at their spring meeting in 2021, implementation in fall 2021.



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