

## Imagining America Regional Meeting University of Central Oklahoma

February 19, 2009

T & P survey

- 1) What tenure/promotion changes are underway, and how do they address public scholarship? What stage of planning or implementation have they reached?

At the University of Central Oklahoma the Promotion and Tenure Guidelines were revised in 2006 and our policies state that we can only revise guidelines every 5 years. However, our policies are very inclusive. Since civic engagement is part of our university mission statement, public scholarship is highly valued as work that helps us meet our mission.

- 2) Who are the key individuals and groups that are talking about or working on promotion policies for engaged faculty members? What institutional domains do they represent (for example, department, chair and program, college, central administration, governance)? What, if any, off-campus networks are involved (such as national associations, community partners, foundations)?

Our tenure/promotion taskforce is made up of all academic deans, faculty representatives from each college, and a representative from faculty senate. Faculty representatives bring the requirements and concerns from national associations and specialized accrediting groups.

- 3) What is the role of the department chair in changing tenure/promotion policies? Are you finding ways to support the chairs charged with hiring, mentoring, and evaluating public scholars?

The department chair leads the discussions with their faculty to construct discipline specific guidelines which are then voted on by the department faculty. Deans support department chairs by fully engaging in the hiring process, supporting financially and through formal structures mentoring of new faculty, and consult with chairs if there is a question about the efficacy of any scholarship. Public scholars are not treated any differently than others.

- 4) What aspects of your campus efforts would you be willing to share at the Imagining America working meeting on February 19? How would this benefit other campuses?

I would be willing to talk about our system for evaluating scholarship which employs an objective points system that treats all types of scholarship equally. It might benefit other campuses by showing how the bias against public scholarship can be removed from tenure and promotion guidelines.