

## **Proposed VPA P&T Amendments**

### **Spring 2017**

Proposed by current and former VPA Committee Members:

Virginia Bonner, Christina Howell, Susan McFarlane-Alvarez, Michiko Otaki, Steve Spence, Shontelle Thrash, and Kurt-Alexander Zeller

#### **1. FOUR-COLUMN LIMIT**

The new P&T Guidelines are designed to encourage depth over breadth. The goal is to streamline faculty duties, facilitate specialization, and promote excellence. Toward that end, the P&T Committee discourages spreading from the current four-column limit to allow five columns—particularly since these guidelines are still quite new.

We further recognize that some candidates may need only three columns, filling each quite deeply. So we propose the additional option of allowing only three columns, while still fulfilling the requisite number of boxes for the candidate's rank.

However, the committee acknowledges that our annual activities often range across five or more categories. So the P&T Committee suggests that, unlike P&T portfolios, annual portfolios may include more than four categories for evaluation by the department head. This way, when considered for pre-tenure, promotion, tenure, and/or post-tenure review, candidates and their mentors may select from across all categories of work, choosing the candidate's four or three deepest, and therefore strongest, columns.

#### **2. THE ROLE OF THE VPA P&T COMMITTEE**

Now that the A&S and University P&T Committees have fully transitioned to serving an appellate role, the VPA Departmental Committee needs to clarify its role. Currently, there is ambiguity as to whether the departmental committee serves an advisory role, designed to strengthen the candidate's portfolio and success, or a juridical role, a jury of the candidate's peers who make an impartial judgment about merits based on the submitted portfolio. The P&T Committee proposes that it should serve both roles sequentially: it should serve the advisory role for pre-tenure review, and the juridical role for promotion, tenure, and/or post-tenure review.

#### **3. SPECIFY INTERNAL/EXTERNAL GRANTS**

Since internal and extramural grants are quite distinct, the P&T Committee proposes that our guidelines more clearly distinguish between the two. Smaller internal grants would include, for example, an A&S Minigrant, a CASE release, etc. More competitive, external grants should earn more credit—Exceeds Expectations, or possibly Exemplary if extensive or multiple—since such grants typically bring in more external funding than internal grants. Candidates could, however, argue that their internal grants exceed expectations if, for example, they earn multiple internal grants or otherwise secure outstanding grant awards.

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#### **4. SPECIFY COLUMNS AND BOXES**

The P&T Committee strongly suggests that candidates replicate the schematic of the box system in their portfolio's front matter, in order to clearly signal to the P&T Committee the categories the candidate has selected and the depth of performance in each column. Candidates should at minimum indicate within their cover letters the columns for which they seek credit and clearly explain how their performance in each category meets expectations, exceeds expectations, or is exemplary.

#### **5. PROFESSIONAL DEVELOPMENT CATEGORY**

The department should add the separate category "Professional Development Training" to its checklist of activities that qualify as Professional Development. This category was initially approved by departmental vote in 2014, but a typo left it off the final list of approved activities.

#### **6. ENHANCE DEFINITIONS OF SCHOLARSHIP/CREATIVE ACTIVITIES**

Some Scholarship and Creative Activities categories as currently written are more specific and well defined than others. All categories should be reviewed and clearly defined by each area of VPA to avoid ambiguity and create parity among disciplines and activities.