

1 **Resolution on Promotion and Tenure Guidelines**
2 **Addressing Interdisciplinary Activities for**
3 **Faculty with a Singular Home Department/School**
4 **Interdisciplinary Council – 2009-2010**
5 **Promotion and Tenure Committee**
6 **First Reading Postponed to April 19, 2010**

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9 Introductory Notes:

- 10 • It is recognized that this proposal, intended to support faculty interests during annual
11 review and promotion & tenure processes, may generate other questions dealing with
12 organizational structure and funding.
- 13 • The members of the Interdisciplinary Council, a Standing Committee of Ohio University,
14 argue that addressing P & T guidelines for faculty with a singular home
15 department/school is a first step in improving the organization structure on which ID
16 programs/faculty rely.
- 17 • Questions and challenges related to the organizational structure/policy of dual/shared
18 faculty appointments are not addressed in this proposal.
- 19 • It is not the intent of this proposal to require interdisciplinary endeavors of faculty, but to
20 ensure that when faculty engage in interdisciplinary teaching, research/creative activities
21 and/or service that their efforts are recognized and included in annual review and P & T
22 decisions.
- 23
24

25 **Whereas**

26 We must perfect organizational structures at Ohio University to support interdisciplinary
27 endeavors. Interdisciplinarity emerges from and relies on the foundational strengths of our
28 individual disciplines which, in turn, enable faculty and students to explore the most pressing
29 questions of today. Through an organized effort to identify, support and reward such endeavors,
30 including interdisciplinary teaching, research/creative activities and/or service, Ohio University
31 will be better positioned to provide academic experiences for our students, attract and retain
32 nationally recognized faculty, and become more competitive in securing external funding.

33

34 **Whereas**

35 Since Ohio University has not established university or college-wide policies for faculty in dual
36 or shared appointments, it is necessary in the meantime to clarify responsibilities of faculty who
37 have home departments but assume responsibilities in interdisciplinary teaching, research/creative
38 activities and/or service.

39

40 **Whereas**

41 Reports from faculty and constituent groups “call for a better integration of research and creative
42 activity into undergraduate and graduate academic priorities and noted that special consideration
43 should be given to interdisciplinary efforts. . .”

44 (http://www.ohio.edu/vision/upload/VisionOhioFinal_11072006_web.pdf, page 13).

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46 Whereas

47 Vision Ohio challenges the Ohio University community to explore methods of “how to foster more
48 interdisciplinary partnerships in teaching, scholarship and creative activity”
49 (http://www.ohio.edu/vision/upload/VisionOhioFinal_11072006_web.pdf, page 13).

50

51 Whereas

52 The formal and informal arrangements through which interdisciplinary work is currently accomplished
53 vary widely and appropriately across the university. Examples include formal dual or joint appointments,
54 recognized interdisciplinary responsibility in a department or program not in the home department, and
55 emerging or relatively short-term research interests or teaching interests. All exist and present different
56 challenges in evaluation within the P&T process. One policy cannot address all of those situations. First
57 attention should be given to those faculty with recognized and expected interdisciplinary responsibility
58 across department or program lines.

59 Whereas

60 Department/School, program directors and faculty should negotiate P & T guidelines to clearly establish
61 procedures for departmental committees and administrators, as well as for candidates. Transparent and
62 efficient guidelines are strongly in the best interests of the university as a whole.

63 Be it resolved that

64 the following be added to the Ohio University Faculty Handbook as II.E.2 of *Procedures for*
65 *Tenure and Advancement in Rank and Recommendations for Salary Increase* and all subsequent
66 numbers be increased accordingly.

- 67 2. To ensure proper recognition of faculty with a singular home Department/School who
68 engage in interdisciplinary activities the home Department/School P & T Committee
69 should insure that the Department/School P & T guidelines explicitly clarify how and to
70 what extent interdisciplinary activities (teaching, research/creative activities and/or
71 service) will be assigned, evaluated and included in annual faculty evaluations and
72 promotion and tenure decisions.
- 73 a. Home Department/School (chair or director), program directors and the
74 interdisciplinary faculty should negotiate and define the types of interdisciplinary
75 activities (teaching, research/creative activities and/or service) deemed
76 appropriate. Departments/Schools and faculty should negotiate *a priori* to determine
77 the extent to which a faculty’s participation in interdisciplinary programs (e.g.
78 Environmental Studies, African American Studies, International Development Studies,
79 etc.) or other programs will be credited. Any renegotiations/changes should be
80 documented and incorporated into annual reviews and/or promotion/tenure reviews.

- 81 b. For faculty annual reviews the faculty/candidate and the merit/review committee will be
82 informed of the negotiated commitment in writing. In annual reviews, credit should be
83 given for interdisciplinary scholarship, teaching and/or service, as negotiated. How much
84 credit given should be clearly indicated in annual evaluations.
- 85 c. For candidates during promotion and tenure reviews, the faculty/candidate and the P&T
86 Committee will be informed of the negotiated commitment in writing. In the P&T
87 decision, credit should be given for interdisciplinary scholarship, teaching and/or service,
88 as negotiated. How much credit given should be clearly indicated in annual evaluations
89 (as stated above) and in the P&T committee's letter of recommendation for a candidate.