

TO: Faculty, Staff, and Administrators

FROM: Jeffrey B. Goldberg, Acting Senior Vice President for Academic Affairs and Provost

SUBJECT: Promotion Reviews for 2018-2019

DATE: May 14, 2018



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I am writing to launch the annual promotion process for tenure, continuing-status and career-track reviews. I reviewed many promotion dossiers as Dean of the College of Engineering, but this was the first year that I had the chance to review dossiers from across campus. The reviews provided an unparalleled opportunity to recognize the incredible array of faculty achievements that make this university such a great place to work, teach, and learn. Thanks to all of you who invest your time in supporting our colleagues who go up for review each year.

As we prepare for the next round of reviews, I have been thinking about how [our inclusive view of scholarship](#) has taken on new meaning now that we have become a Hispanic-serving institution. Five years ago we became one of the first major research universities to institute inclusive criteria that recognize commercialization, tech transfer, and community and business partnerships as applied forms of research. Our vision of research draws upon the work of Ernest Boyer on the scholarship of engagement and the scholarship of teaching. This integrated vision of research, outreach, and teaching has helped us recognize faculty contributions to our 100% student engagement initiative, our expansion of online and global offerings, and our wide-ranging outreach and bridge programs.

Our integrated vision of research, teaching and outreach is vital to assessing the leadership and impact of candidates who are helping us develop an inclusive institution that serves our diverse students and constituencies. As we take up the work of becoming a Hispanic-serving institution, we need to challenge ourselves to make sure that our promotion reviews fully recognize related service, teaching, outreach, and research innovations.

To help us achieve this goal, I am establishing the Provost Awards for Innovations in Teaching. These awards will be given to candidates whose teaching portfolios and instructional effectiveness merit special recognition. More information on this award is included on the webpage of the Vice Provost for Faculty Affairs that provides all the [documentation for promotion reviews](#).

This new award is part of our ongoing effort to make inclusive assessments of the contributions of faculty. We made great progress with recognizing the varied contributions of faculty this year. Colleges reexamined their criteria for promoting career-track faculty, and we revised our University promotion procedures to better recognize the contributions of career-track faculty. Those revisions are noted on the Faculty Affairs webpage.

These reforms are helping us align our promotion reviews with our strategic priorities. When we promote faculty members, we make a major investment in their future and in our future. Every tenure decision represents an investment of more than a million dollars if the faculty member stays with us for a decade. For those of you who are going up for promotion, I promise to do my best to make sure that you get a fair and inclusive assessment of your varied contributions. For those of you involved in the promotion process, I promise to support your efforts to make forward-looking assessments that will help us advance our ambitious agenda, including our efforts to better support our diverse students and constituencies.

I look forward to continuing to learn about your diverse contributions in our upcoming review cycle.

