

Progress Report by P&T Working Group

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P&T Working Group

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Our Charges

Consider holistic tenure and promotion criteria to better recognize:

1. service/leadership;
2. translational and public-facing research;
3. contributions to Lehigh's research and pedagogical environment beyond individual classrooms/research projects.

Current Work Process

□ Biweekly Meetings:

- Strategizing approaches to P&T processes.
- Consulted Larry Snyder (Provost's Office) and Marci Levine (Lehigh ADVANCE).

Key Outcomes – P&T Standards Review

- ❑ Collected and verified P&T standards across five colleges with deans.
- ❑ Plan to identify inconsistencies to propose recommendations.

Key Outcomes – Public-Facing Work

- ❑ Advocating for a holistic, flexible approach for P&T evaluation.
- ❑ Emphasizing public-facing contributions in research, teaching, and service.
- ❑ Reviewed approaches from institutions like Michigan State, Rutgers, and others.
- ❑ Developed three potential approaches for integrating public-facing work and shared with FSEC.

Proposed Options for Public-Facing Work in R&P Revision

❑ **Option 1: Holistic Approach**

- Incorporate holistic language in R&P documents.
- Example: *Acknowledge traditional and non-traditional contributions (e.g., public-facing work).*

❑ **Option 2: Holistic + Detailed Approach**

- Expand Option 1 by adding detailed definitions and examples in R&P.
- Example: *Define public-facing work, its purpose, and applications in research, teaching, and service.*

Proposed Options for Public-Facing Work in R&P Revision

❑ **Option 3: Supplemental Guidance**

- Keep R&P language unchanged but draft a separate document: Context, definitions, and examples of public-facing work.
- Implementation details for P&T committees.

Next Step from FSEC:

Combination of Option 1 (general R&P language change) and Option 3 (Implementation guide)