

(1) PROPOSED NEW TEXT

2.2.1.5 Criteria to be Applied

Excellence in teaching, research and scholarship, and service are the criteria for reappointment, tenure and promotion. These criteria will be applied by the department, college committee, dean, provost, president, and board of trustees. During the course of a faculty member's career, annual evaluations or triennial reviews, as required in section 2.2.4, will indicate a faculty member's progress toward meeting these criteria. In applying these criteria, voting members of the concerned department(s), members of the college tenure and promotion committees, the dean, and the provost are required to conduct a thorough evaluation of a candidate's professional qualifications. ¶

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~~Consistent with university promotion and tenure standards, evaluations will consider various activities that demonstrate excellence in research, teaching, and service. Along with traditional measures, faculty can demonstrate excellence through public-facing work, which consists of research, teaching, and/or service activities designed to engage a broader audience beyond the traditional academic sphere. The types of public-facing activities will be assessed at the department and college levels consistent with department-specific guidelines and with university promotion and tenure standards. These additional metrics may be considered at all levels of promotion and tenure review in accordance with department-specific guidelines.~~

(2) PROPOSED NEW TEXT WITH MARKUP

2.2.1.5 Criteria to be Applied

Excellence in teaching, research and scholarship, and service are the criteria for reappointment, tenure and promotion. These criteria will be applied by the department, college committee, dean, provost, president, and board of trustees. During the course of a faculty member's career, annual evaluations or triennial reviews, as required in section 2.2.4, will indicate a faculty member's progress toward meeting these criteria. In applying these criteria, voting members of the concerned department(s), members of the college tenure and promotion committees, the dean, and the provost are required to conduct a thorough evaluation of a candidate's professional qualifications. ¶

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~~Consistent with university promotion and tenure standards, evaluations will consider various activities that demonstrate excellence in research, teaching, and service. Along with traditional measures, faculty can demonstrate excellence through public-facing work, which consists of research, teaching, and/or service activities designed to engage a broader audience beyond the academic sphere. The types of public-facing activities will be assessed at the department and college levels consistent with department-specific guidelines and with university promotion and tenure standards.~~

~~(Qualifying) Types of public-facing activities are determined and assessed at the department and college levels, and may be considered at all levels of promotion and tenure review in accordance with department-specific guidelines. ¶~~

(3) ORIGINAL TEXT

2.2.1.5 Criteria to be Applied

Excellence in teaching, research and scholarship, and service are the criteria for reappointment, tenure and promotion. These criteria will be applied by the department, college committee, dean, provost, president, and board of trustees. During the course of a faculty member's career, annual evaluations or triennial reviews, as required in section 2.2.4, will indicate a faculty member's progress toward meeting these criteria. In applying these criteria, voting members of the concerned department(s), members of the college tenure and promotion committees, the dean, and the provost are required to conduct a thorough evaluation of a candidate's professional qualifications.

4) EXPLANATION FOR NEEDED CHANGE

These proposed changes respond to the growing demand to recognize a broader range of faculty contributions and impacts in addition to the traditional evaluation of research, teaching, and service excellence. By expanding the scope of evaluation, the revisions aim to inspire, motivate, and reward faculty engagement with the community and the public, aligning with a more contemporary understanding of academia's impact on society. In addition, these changes are also consistent with recent trends at federal funding agencies, including a recent National Science Foundation award to Lehigh University, which seeks to increase the translation of scientific discoveries by faculty, graduate students, and postdoctoral researchers into prototypes, products, and programs that create societal benefits at scale.

(5) EXPLANATION FOR WHY CHANGE ADDRESSES ISSUE

The added language introduces additional considerations for evaluating promotion and tenure, complementing rather than replacing traditional measures of excellence and impact. Any assessment incorporating these additional metrics should uphold the same rigorous standards as traditional criteria. Faculty members have the discretion to choose whether to pursue these additional ways of demonstrating their excellence and impact. The specific criteria and implementation will be determined by individual programs, departments, and colleges. These additions are not intended to lower promotion and tenure standards but to encourage and recognize complementary forms of excellence and impact. The proposed R&P revision provides a broader framework for evaluation, while a more detailed implementation guide ~~is being~~ will be developed by the VPR working group in collaboration with the Faculty Senate working group.

In response to questions and concerns during the first reading December 5, 2025 Faculty Senate meeting, we made the following revisions: (a) removed all examples of public-facing work and included a final sentence indicating that the types of public-facing work that will be considered for promotion and tenure reviews will be assessed at the department and college levels; (b) defined public-facing work as research, teaching, and/or service activities that engage a broader audience beyond the academic sphere; and (c) shortened the proposed paragraph and combined it with the extant preceding one, thereby adding two sentences to the single paragraph.

(6) PROPOSAL ORIGIN AND HISTORY

- Beibei Dong, Chair, Faculty Senate Promotion & Tenure working group, email to FSEC

on 2/13/2025

- Beibei Dong, Chair, Faculty Senate Promotion & Tenure working group, email to Deputy Provost for Faculty Affairs on 2/14/2025
- Beibei Dong, Chair, Faculty Senate Promotion & Tenure working group, email to Chair of the Department Chairs on 2/25/2025
- Feedback from Department Chairs to the working group on 3/5/2025
- Feedback from Deputy Provost for Faculty Affairs on 3/10/2025
- Beibei Dong, Chair, Faculty Senate Promotion & Tenure working group, email the second revision to FSEC on 3/27/2025
- Beibei Dong, Chair, Faculty Senate Promotion & Tenure working group, revisions after the initial meeting with VPR's working group on 5/28/2025
- Beibei Dong, Chair, Faculty Senate Promotion & Tenure working group, email the 3rd revision to VPR's working group for the next round of discussion on 7/1/2025
- Met with the VPR working group and made additional edits on 9/2/2025
- Revised the draft on 10/6/2025 for review by FSEC 10/10/25
- Submitted revised draft for review by Department chairs 10/22/25
- Meeting to discuss revised draft with college deans and provost 11/11/25
- Finalized draft for review by FSEC 11/21/25
- **First read at Faculty Senate 12/5/2025**
- **Revised to address Senate input 01/24/2026**

(7) PROPOSED IMPLEMENTATION DATE

First read at Dec 5 Faculty Senate Meeting
Second read at Feb 6 2026 Faculty Senate Meeting
Aim for a final vote at the May 2026 BOT meeting

(8) IMPACTS ON OTHER PARTS OF R&P

There should be no impacts on R&P numbering or cross referencing