

Summary of Tenure, Permanent Status, and Promotion Guidelines at Salisbury University

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2/19/21

In Fall 2020, the Office of the Provost reviewed the unit standards for Tenure and Promotion for all departments/schools across campus with an eye toward the weight, if any, given to efforts in support of diversity, equity and inclusion at Salisbury University.

The nearly thirty documents submitted varied in organization and overall comprehensiveness of information. All documents discuss Teaching, Research, and Service—as cited in the Faculty Handbook—as key criteria for Tenure and Promotion. While some programs cut and pasted these standards directly from the Faculty Handbook, most have tailored them to the culture and values of their departments.

Seidel was the only school/college to include diversity in all of its departments' tenure and promotion documents. The Secondary & Physical Education and Literacy Studies departments list diversity as a core value and go on to define the term. Under 'Department Mission,' Literacy Studies says: "Diversity: We appreciate difference as fundamental quality of our lives and through our work aim to achieve equity, access, and opportunity for all people." The Department of Secondary & Physical Education lists diversity as a core value in their Preamble to Tenure and Guidelines: "Diversity: We embrace multiculturalism by providing our students, faculty, staff, and community partners with equitable access to all of our programs."

Where the actual procedures for tenure and promotion are concerned, most departments provided information on the annual evaluation process, the selection of committees, procedures for review, timelines, and criteria for review, although, this information varied greatly in clarity and thoroughness. For example, some departments include an easy to read chart of timeline dates, while others list dates throughout the document. Health Sciences groups its criteria for tenure and promotion review into two categories: "minimum expectations" and "exceeding minimum expectation." Others use a single bulleted list. Many of these documents have not been updated for several years.

Diversity, Equity, and Inclusion efforts do not appear to be criteria for tenure and/or promotion for any program at Salisbury University. This is likely because the Faculty Handbook provides very limited guidance on diversity, equity, and inclusion efforts as criteria for tenure and promotion beyond engagement in 'minority achievement programs.'ⁱ

The recently revised (2021) *Criteria for Rank, Promotion, Permanent Status, and Post-Permanent Status Review* of library faculty does include diversity and inclusion in its process stating: "Every candidate is expected to demonstrate work in support of diversity and inclusion in at least one of the categories with increasing weight being given to broader diversity activity."

ⁱ ***Criteria and Procedures for Promotion and Tenure in Faculty Handbook currently described as:***

1. The criteria for tenure and promotion at Salisbury University are: (a) teaching effectiveness including student advising; (b) research, scholarship, professional development and, in appropriate areas, creative activities; and (c) relevant service to the community, profession, and institution. The relative weight of these criteria will be determined by the mission of the university.
2. The activities considered being within the criteria for promotion and tenure shall be flexible and expansive. The assessment of teaching, research/scholarship/ creative activities, and service during the promotion and tenure process shall give appropriate recognition, consistent with the institution's mission, to faculty accomplishments that are collaborative, interdisciplinary, and inter-institutional and to faculty innovations in areas such as undergraduate education, minority-achievement programs, K-16 curriculum development, and technology-enhanced learning.