

Revealing Progress toward Promotion and Tenure Reform in the Academy (2018-2020)

Overview:

Led by Dr. Julie Risien and Brianna Keys, this study seeks to uncover and broadly share examples of science departments that are reimagining processes of academic reward and advancement. The study is supported by the Kavli Foundation and the Center is working closely with National Academies of Science Engineering and Medicine (NASEM), HHMI, AAU, and APLU.

Scope of Work:

The first phase of this study directly builds on the Rita Allen Foundation funded Center effort (led by Risien) to provide a *Landscape Overview of University Systems and People Supporting Scientists in their Public Engagement Efforts: Summary of Existing Recommendations and Evidence from the Field* (Risien & Nilson, 2018a). The goal is to describe how meso-scale (departmental) reform actually occurs and begin to identify promising principles of change. This empirical study and comparative analysis of what supports and sustains change at the departmental-scale can help to tie broader policy or structural changes at the university level with the lived experiences of academics. Through an in-depth and highly contextualized multiple case study approach, we can better understand the processes and mechanisms of reform at a resolution appropriate for local application.

Broader Impacts:

This work will directly inform a NASEM process to comprehensively address how systems of university reward and advancement support and impede faculty engagement with external partners, teaching reform, public policy, science communication, and other activities that support the enterprise and public perception of science. This work is designed to dovetail with national academic reform initiatives led by HHMI, APLU, AAU, and science funding foundations.

Partners:

Listed above. Also
Michigan State University.