

Post Tenure Review Pilot

First Year Summary of Faculty Accomplishments

Per the written pilot, the Post Tenure Review summary document will be prepared “for both faculty and administration” and will summarize “faculty accomplishments for the purposes of celebrating, creating collaborative opportunities, and enhancing the development of faculty to meet their professional interests and needs.” The information below represents that summary. It comes from the written narratives submitted by faculty members and is supplemented where indicated by data gathered from a survey administered after the Spring Scholarship Celebration to the volunteer participants in the pilot.

A Recap of the Process:

Tenured professors who volunteered for this first pilot year submitted:

- An updated CV
- A narrative describing the goals achieved or anticipated since the last review. This could include the criterion utilized for promotion and tenure decisions, which include: teaching effectiveness, professional development, faculty administration, service/presence within NDNU, and engagement with NDNU’s Mission, including inclusive excellence.
- A reflection on the support needed or ideas related to enhancing professional development

Each of the eight who participated also participated in a mini-conference on campus, which we called the Spring Scholarship Celebration. At this, the participants presented some element of their work in either a short presentation, in a demonstration, or in a table display.

Highlights from the Narratives Submitted

- Multiple impressive teaching awards, both within and external to NDNU.
- Innovative course development described.
- Articles published in various journals, including “Investment Management and Financial Innovations,” “California Society of Printmakers, One Hundred Years 1913-2013,” “Jung Journal: Culture and Psyche,” Holland Paper Biennial, Somerset Studio, “Successful Strategies from Award Winning Educators,” “Teaching of Psychology,” the Net Journal of Business Management, “North Carolina Historical Review,” “Social Science History,” “Journal of Southern History,” “History of Education Quarterly,” “Isis,” “History of Education Quarterly, and more.
- Multiple books and book chapters written and published.
- Professional presentations at numerous conferences
- Multiple moderators and panel presentations on and off campus.
- A variety of difference research studies and assessments.

- Art shows, acting projects, vocal study, and development and productions of original performances.
- Involvement on numerous NDNU committees: Faculty Senate Executive Council, WASC, GE, Faculty Grievance, Rank and Tenure, Faculty Athletic representative, Catholic Identity, Mission Committee, Student Judicial, UGCC, search committees, Planning, Salary and Benefits, Board Committees, Faculty Excellence, ACBSP committee, student mentoring, student societies, diversity council, various task forces and subcommittees.
- Development of products that support NDNU (brochures, on and off-campus educational programs, art catalogs, and more).
- Leadership in partnership with other institutions, leading to pathways related to HSI STEM grants, civic engagement, community engagement grants, entrepreneurial projects, student research projects, and more.
- Multiple contributions to on-campus colloquiums.
- Strong statements about the relevance of discipline-specific programs within NDNU, including attention to innovative pedagogies.
- Development of part time faculty, formal and informal mentoring of faculty.
- Strong statements about teaching effectiveness and reflections on ways that faculty have sought new and innovative methods to motivate students and engage them in the learning process.
- Membership and involvement in various professional associations.
- Administrative contributions to the support of programs. The time value of these contributions is difficult to quantify, but represents considerable faculty investment.
- Innumerable examples of service to NDNU/campus presence.
- Strong statements about Mission, Values and Inclusive Excellence supported by examples of specific actions taken to support programs and individuals.
- Details of student accomplishments listed.
- Strong statements from teaching evaluations describing their effectiveness as instructors.
- Strong leadership in community engagement efforts.

Suggestions for Enhancing Professional Development (from narratives and post-SSC survey)

- Provide release units for working on discipline-specific research with students. The rationale for this is that research involving undergraduate students is considered a high impact teaching practice. “As a teaching faculty, we have little time to do this during the semester. This could even be applied to summer research grants.”
- Faculty Development grants for membership in discipline-specific professional organizations. “Attending conferences and reading literature on the research in one’s field is the best way to keep current and viable as a professor.”

- More release time.
- Increased financial assistance for attendance at professional development opportunities.
- A series of workshops over a year's period focusing on best practices of community engagement that encourages faculty to share their work.
- "I realize that I am now spending time on internal responsibilities and not collaborating as much with external partners. I would like to balance this better."
- "It would be great to have more guest speakers on campus."
- More support for junior faculty who need help knowing how to present/publish.

Quotes Providing Specific Feedback about Post-Tenure Review Pilot:

Updated CV and Narrative:

- An extremely useful process that allowed me to reflect on what I have accomplished and what I would still like to achieve.
- Would be helpful to know whether recommendations are required or not.

Spring Scholarship Celebration:

- I appreciated the variety of presentations, which recognized our accomplishments.
- Would have been nice if more people attended; the Deans should all be present.
- It was interesting to see everyone's work. I really enjoyed it. I thought the event was wonderful; it was well done.
- Thank you also for the fun celebration last evening. I was quite apprehensive, but you made me feel comfortable and gave me confidence [about] sharing with the rest of the faculty. You are always so encouraging and inspiring!
- Thank you so much for organizing this wonderful event and for helping me with the materials for my presentation. I think this was a great success!
- Thank you so much for presenting such a positive post-tenure review event. Well done!

From attendees who weren't post-tenure participants:

- I hesitated to write because I was afraid I couldn't gather up the words to say how beautiful and inspiring yesterday's event was. Many of the people were instructive and articulate, telling their stories with talent and grace. ... In that short amount of time I think I learned more about things I didn't know and was prodded to think more deeply than anytime I can remember for the last few years.
- Thank you for your commitment to the faculty and to all of our learning and scholarship.

General Comments:

- I felt very supported going through post-tenure and celebrating the work that we all have done.
- Well done; thanks!