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## Listserv Summary: Internationalizing Promotion & Tenure

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**December 13, 2013**

An inquiry was made to the AIEA Listserv asking for guidance for universities and colleges who have successfully added an international component to their Promotion and Tenure guidelines.

Specific questions include:

- Has your institution included specific international activities such as developing and leading an institutional study abroad course, conducting publishable research abroad, or overseeing publishable student research abroad as required or desirable activities in tenure/promotion guidelines above the departmental level?
- If so, at what level—university-wide, division, college?
- Would you please provide a link to those documents, if so?

### **Summary of responses:**

There were four responses to this inquiry from Senior International Officers and others who have previously or are currently working on similar initiatives. One response referenced ACE's Mapping Internationalization on US Campuses document from 2012, which found that 8% of respondents addressed international engagement and activity in the tenure and promotion project. ACE is currently looking at a sampling of those tenure codes and hope to have findings available Spring of 2014.

A second response recommended looking at Michigan State as a model, noting that they have a long-standing commitment to these issues.

One SIO from a large public research university described that guidelines had been adopted in one college at their institution and that they are currently being discussed for campus-wide implementation. A background statement presented to the faculty senate argued that engagement in the world must be valued to be considered a "world class" institution, and that faculty should be rewarded for this engagement without this becoming a "litmus test" in a P&T decision. The SIO described the process of a working group to review policies and procedures for P&T with regard to how they can more intentionally and directly document international activities in packages prepared by candidates for promotion and tenure in a way that describes not just activities but what difference participation in these international activities made in faculty members' career tracks.

The result was that the institution now asks that international engagement is addressed by candidates by including a list of activities appropriately categorized under the key components of the candidate's duties (teaching, research, service, etc.); a statement explaining the candidate's rationale for such international engagement; the candidate's goals relative to international engagement as part of his/her career development and faculty responsibilities; and a thoughtful description of the outcomes and impact of the described international engagement.

An SIO from a large, public research university described that this is now integrated in the forms for applying for promotion or tenure. Examples include asking specifically for international courses taught on campus or abroad, specifically asking about international student advising in the description of academic advising experience, and specifically asking applicants to document international studies and program grants.