

Best Practices for Internationalizing Promotion & Tenure at UIC
Recognizing international scholarship, research, and teaching in promotion and tenure processes

UIC International Advisory Council
(2021)

Background

The Internationalization Strategic Plan is supported by the International Advisory Council (IAC) and makes recommendations to the Office of Global Engagement. The Research & Scholarship Committee of the IAC advises on policies and procedures to remove barriers and support international scholarship and research and to recognize and reward such efforts. In the Internationalization Strategic Plan, Item IV.A.1 requests IAC to: “Encourage colleges and departments to include a statement in their tenure and promotion process that explicitly recognizes international scholarship, research, and teaching”, with a targeted completion date of August 2022.

Approach

Throughout AY20-21, IAC Research & Scholarship Committee chair and the Vice Provost for Global Engagement solicited documentation and met with IAC members and other faculty leaders to obtain: (1) documentation of current P&T language around international scholarship, research, and teaching; (2) feedback on a possible additional P&T statement. Documents are attached as a zip file. Findings are summarized below.

Findings

Colleges and departments providing feedback included the following: Public Health, Nursing, Pharmacy, Dentistry, Engineering, Library Science, Physical Therapy, Arts & Sciences.

1. Many units already have an international/global focus in their documents (Please see Table 1 for examples from SPH, CON, and COP; Appendix for complete sources).
2. It was generally felt that there does not need to be a separate essay/statement, but that global/internationally engaged research, teaching, and scholarship should be visible in the P&T packet.
3. The P&T process should take place within an ongoing environment and context that is inclusive of global/international engagement to ensure appropriate and successful consideration of global/international engagement. Examples of how this can be achieved include:
 - a. Encouraging and recognizing global/internationally engaged work outside of just the P&T process, such as through recognition and promotion of global/internationally engaged lectures, publications, and other events.
 - b. Ensuring an effective process for evaluating international engagement in the P&T process by:

- i. Engaging external reviewers who are engaged in global/international research.
 - ii. Mitigating potential bias towards international research, teaching, and scholarship through bias recognition and management in P&T training workshops.
- c. Recognizing global/internationally engaged research, teaching, and scholarship with explicit statements that value international engagement. Examples are available from Physical Therapy and Public Health (see below). The explicit inclusion of global/internationally engaged work as valued, even with minimal wording, is helpful to faculty, chairs, external reviewers, and P&T review committees.
 - i. SPH values statement excerpt: “The full range of different types of research approaches, including qualitative and quantitative research **conducted domestically and globally**, are valued, as is research across the entire continuum from basic to applied, including research embedded in public health practice such as that associated with assessments, evaluation, and policy analysis, including community-based participatory research and community-engaged research.”
 - ii. Physical Therapy Policy and Procedure Statement, Section 3, Number 9a: “The objective of this policy is to describe how international activities by faculty are valued and recognized during the annual review and in midterm and final promotion and tenure packets.” Specific procedures follow, including recognition of international activities in written assessments by the Promotion and Tenure committee and Department Head.

Table 1. Many units already iterate “international” in the recognized P&T activities

| Unit | Example language |
|------|---|
| SPH | <ul style="list-style-type: none"> • ...leadership positions of national and international scientific organization, public health agency... • Membership on national or international committees, boards, review panels, NIH, foundation, etc. • Contributions of technical assistance to community partners, and local, national and international public health agencies, governments and organizations. |
| CON | <ul style="list-style-type: none"> • Participates actively in national or international collaborations • ...leadership for service, research and professional organizations at national and/or international levels (e.g., scientific review panels, agency boards, advisory and editorial boards,... • ...keynote and/or plenary at local, regional, national, international professional meetings. |
| COP | <ul style="list-style-type: none"> • Short courses, certificate programs, continuing education, etc. locally, nationally, or internationally • Invitations to present at scholarly meetings and conferences...regional, national, international meetings... • Consistent national or international level peer-reviewed support for research as PI, MPI or lead... |

Table 2. Responses to Discussion on Whether an Explicit Statement is Needed in P&T Documents/Norms

| Unit | Actions | Next steps |
|------------------|--|---|
| SPH | Presented to P&T Committee, Executive Committee, Division Directors | Adding to value statement for formal vote (Spring); Separate statement not needed |
| Medicine | Informal feedback from leadership: Positive reception | Developing approach to gather formal responses and language recommendations will follow |
| Nursing | Circulated to Division Directors, Discussed with Executive Committee | P&T guidelines already include international work & faculty encouraged to highlight in dossier statements; separate statement recognizing international activities not needed |
| Pharmacy | Executive Associate Dean for Faculty Affairs and Strategic Initiatives and Dean shared to Department Heads | With existing norms and inclusive global/international involvement and recognition of faculty, separate statement recognizing international activities not needed |
| Library Sciences | Shared to P&T committee | International activities should be recognized; International activities should not be an expectation unless fully supported by colleges |
| Arts & Science | Discussed with Associate Dean | Many changes coming on horizon – consider highlighting in subsequent norms review; P&T workshops: emphasize valuing candidate’s international engagement |
| Engineering | Director, Faculty Affairs and International Programs discussed with leadership and reviewed forms | Encouragement to include global engagement in pertinent evaluations best option; Separate statement not needed |