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Office of the Senior Vice President and Provost

Changing Attitudes through P&T Committee Training: A Pilot Process

Dawn Bratsch-Prince Associate Provost for Faculty September 17, 2020



Impetus



- Students voiced concerns about bias-related is____
- Senior leadership responded with commitment to required bias awareness training:
 - Inclusive Classroom training for all instructors, annually
 - Search Committee training, annually
 - P&T Committee training (college-level), annually
- Staggered implementation since January 1, 2020
- P&T training developed by ISU ADVANCE led by Dr. Tera Jordan, Assistant Provost



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P&T Committee Training: Goals

- Standardize an evaluation process that ensures transparency and objectivity
- Raise awareness of faculty bias in the evaluation process
- Expand capacity to value all candidates and different forms of scholarship
- Align evaluation with institutional mission as a public land-grant university







P&T Committee Training: Deliv

- Canvas course houses training materials, accessible to individuals on demand (1.5 hr)
- Synchronous meeting of committee (in person or virtual) led by college Equity Advisor (1 hr)



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P&T Committee Training: Conte



- <u>Pre-work</u> includes readings, checkust, Managing Bias training video, narrated slides on "Counteracting Inequality and Bias in the P&T Review Process"
- <u>Synchronous discussion</u> with College EA
- <u>Post-work</u> includes survey (participant reflection) and course evaluation (assessment of training)



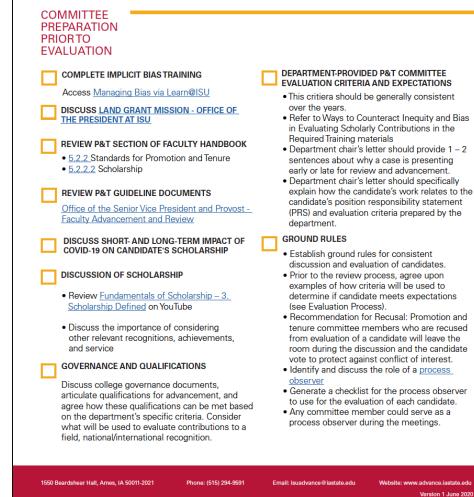
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PROMOTION AND TENURE COMMITTEE CHECKLIST

Standardizing an Evaluation Process that Ensures Transparency and Objectivity





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ar grant (2006-2011) from the National Sci



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Initial Response to Training



- Uncovered deep differences in how different forms of scholarship are valued ("counted") by discipline
- Some disciplines rigid and narrow, digging in
- Some disciplines value interdisciplinary work, non-traditional topics, modes of inquiry, products
- Some view change as "watering down" criteria or lowering standards for P&T



Initial Response to Training



- Some faculty offended by suggestion that they don't "value" all candidates the same
- First time for intentional conversation among P&T committee members about:
 - Bias and unstated assumptions
 - Boyer Model of scholarship
 - Alignment with ISU land-grant mission
- Some colleges requiring all faculty participate
- Feedback will be used to revise SADVANCE training, target discussions
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