IOWA STATE UNIVERSITY

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



IOWA STATE UNIVERSITY

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)



IOWA STATE UNIVERSITY

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)



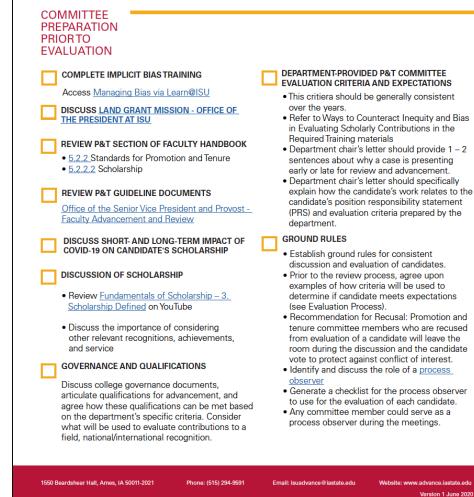
IOWA STATE UNIVERSITY



IOWA STATE UNIVERSITY

PROMOTION AND TENURE COMMITTEE CHECKLIST

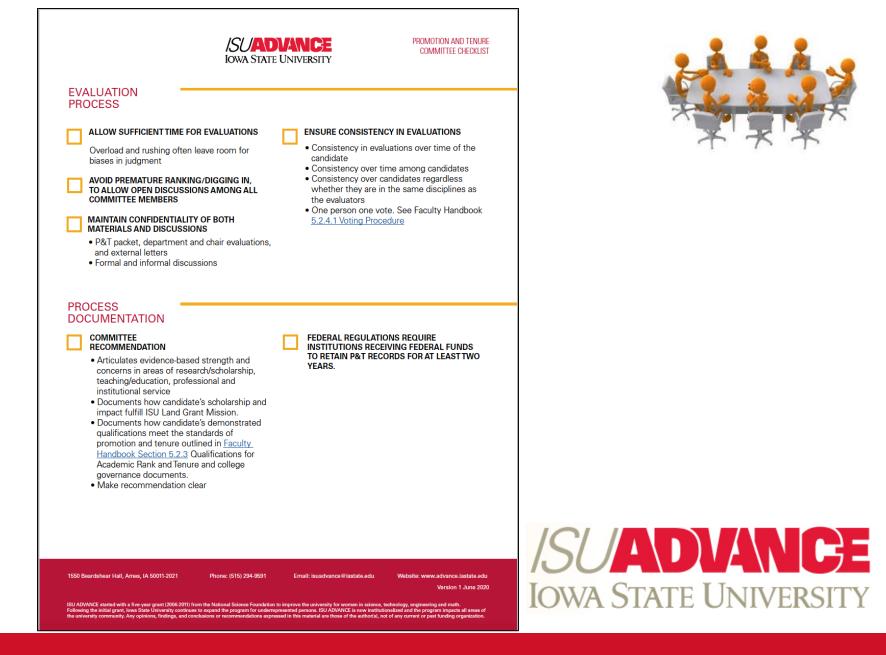
Standardizing an Evaluation Process that Ensures Transparency and Objectivity





IOWA STATE UNIVERSITY

ar grant (2006-2011) from the National Sci



IOWA STATE UNIVERSITY

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
 IOWA STATE UNIVERSITY

IOWA STATE UNIVERSITY