

Charge for Committee to Review Promotion & Tenure (P&T) Guidelines for Innovation and Entrepreneurship (I&E) Inclusion

Innovation and Entrepreneurship (I&E) and Faculty Excellence. Multiple recent campus-wide efforts have focused on fostering a more robust culture of innovation and entrepreneurship (I&E). Strategic Plan 4.0 calls out as a strategic action for 2019-2023 the need to “**strengthen our support system for innovation and entrepreneurship**”. I&E offer an exciting opportunity for students and faculty as well as OSU itself. A recent PNAS article (<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4020064/>) has shown that faculty engaged in this space tend to be more broadly successful (e.g., increased funding, improved impact of publications, increased citations, increased frequency of awards). Given that societal impact serves as the downstream motivation for a wide cross-section of faculty research at OSU, it is important to provide a P&T structure that fosters I&E through research, teaching, advising, and service. Additionally, the expanded opportunities provided by I&E serves as a possible mechanism to support sustained research activity by faculty after tenure and/or promotion to Professor.

Committee Charge. Consequently, the Office of Faculty Affairs charges the creation of the *I&E P&T Review Committee* with following tasks to be completed by end of Winter Quarter 2020:

- (a) Review the existing OSU P&T guidelines through the evolving lens of innovation and entrepreneurship (I&E) on the OSU campus and beyond in all aspects of a faculty member’s position (research, teaching, advising and service).
- (b) Compare with other institutions how faculty-led I&E has been fostered, evaluated and rewarded – including within the P&T guidelines as available.
- (c) Make formal recommendations to the Office of Faculty Affairs on next steps to support the evolving efforts of I&E on the OSU campus. These recommendations may likely include suggested changes to the P&T guidelines and incentive structures at the college and unit levels, and within the Research Office. All suggested recommendations would be fully vetted through Faculty Senate.
- (d) These recommendations will be discussed with the VPR and forwarded to the Provost.

Committee composition:

- Kim Anderson, Professor, Environmental and Molecular Toxicology
- Jonathan Arthurs, Associate Dean for Research and Faculty, College of Business
- Rich Carter (Co-Chair), Professor, Department of Chemistry
- Chris Hagen, Associate Professor, Energy Systems Engineering, OSU Cascades Campus
- Doug Keszler, Distinguished Professor, Department of Chemistry
- Heather Knight, Assistant Professor, School of Electrical Engineering and Computer Science
- Mark Leid, Professor, Department of Pharmaceutical Sciences
- Karl Mundorff, Co-Director OSU Advantage Accelerator
- Allison Myers, Director of the Oregon Center for Healthcare Innovation
- Christopher Nichols, Associate Professor, School of History, Philosophy and Religion
- Tuba Ozkan-Haller (Co-Chair), Associate Vice President for Research Administration and Development
- Julie Risien, Associate Director for the Center for Research on Lifelong STEM Learning

Concurrent with effort, the National Science Foundation has recommended for funding a proposal submitted by OSU [Rich Carter (PI), Karl Mundorff (co-PI), Jana Bouwma-Gearhart (Co-PI), Irem Tumer (co-PI) and Tuba Özkan-Haller (co-PI)] focused on developing guiding principles for P&T around I&E. Specifically, this grant will enable the delivery of a one and a half day event in Spring/Summer 2020 entitled "Innovation and Entrepreneurship (I&E) Summit: A Seismic Shift in Promotion and Tenure (P&T)." The purpose of this summit is to convene the broad spectrum of higher education to discuss the value and inclusion of evidence-based data, experimental knowledge and impact outcomes derived from innovation and entrepreneurial achievements as additional components in P&T decisions for higher education nationally. The constituents to be involved in this Summit range from primarily undergraduate institutions (PUIs) to research 1 (R1) doctoral universities [including minority- serving institutions such as historically black colleges and universities (HBCUs), tribal colleges and universities (TCUs) and Hispanic serving institutions (HSIs)], as well as organizations directly impacting this community. The overarching goals of this summit are to: (a) disseminate the current status of I&E within P&T amongst universities from across the Nation; (b) provide case studies from individual faculty, administrators and industry leaders demonstrating the impact of I&E within P&T; (c) foster communication and information sharing amongst the higher education ecosystem on I&E; and (d) develop best practices and road map for individual universities to augment their individual P&T guidelines to more inclusively support I&E amongst their faculty. Note: For the purpose of this document, the word "university" will serve as encompassing all institutions of higher education. In addition, a pre-summit survey will be conducted Nationally to gain insights into the current practices of universities regarding I&E within P&T.