



# How is the Public Nature of Scholarly Work Considered in Review, Promotion, & Tenure Assessments?

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# Overview



1. Research Approach
2. Public Engagement and Outreach in Review, Promotion, & Tenure (RPT)
  - Examples from current policy
3. Open Access in RPT
  - Examples from current policy

# 1. Research Approach

list of institutions available on Harvard Dataverse  
<https://doi.org/10.7910/DVN/VY4TJE>

## 1. Analysis of US and Canadian RPT policy & guideline documents

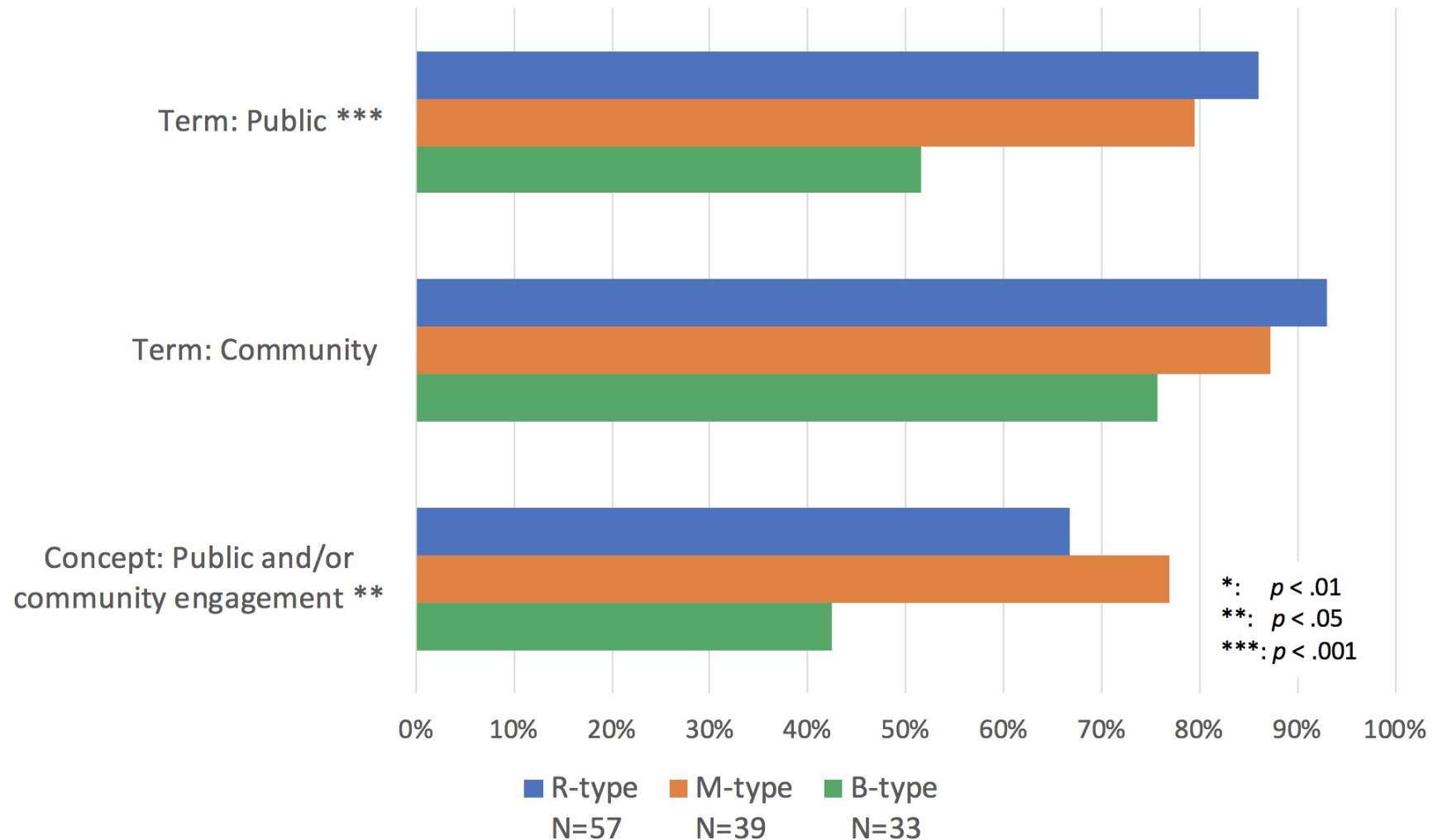
- Stratified random sample of R-type, M-type, and Baccalaureate institutions - gathered 864 documents in total
- 129 universities
- 381 academic units (from 60 universities)
- used NVivo software to analyze text for terms of interest, such as “public” and “community,” and their variants

## 2. Survey of faculty from the academic units sampled in (1)

- 338 faculty from 55 institutions
- Demographic data, publication rates, factors that drive decisions on where to publish, what factors are important in your RPT process?

## 2. Public Engagement and Outreach in RPT

Public and Community Terms and Concepts by Institution Type





“The Department's criteria that pertain to the qualification of candidates for retention, promotion, and tenure at all levels are: research, teaching, and university, professional, and public service. Research and teaching are of primary importance in evaluating the actual and potential performance of a candidate. Service is of secondary importance, but adequate performance in this area is expected of all candidates”

”

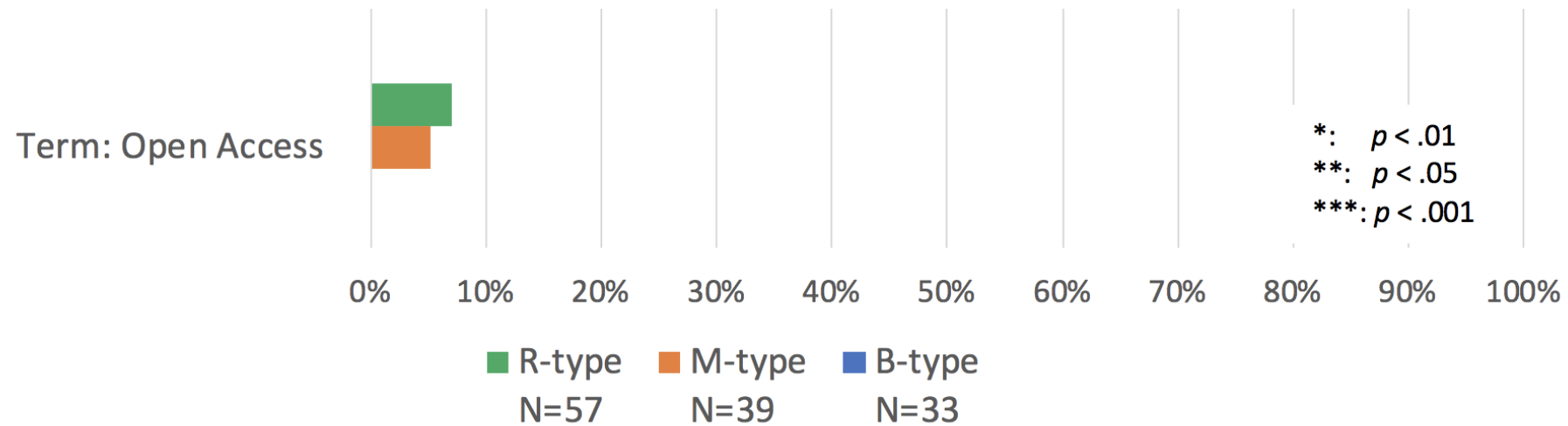
“Distinctive service to the University and academic community would be evidenced by the candidate having made contributions of leadership and innovation involving decisions and policies that have had a major beneficial influence”

“The Scholarship of Application encompasses scholarly activities that seek to relate the knowledge in one’s field to the affairs of society. Such scholarship moves toward engagement with the **community** beyond academia in a variety of ways, such as by using social problems as the agenda for scholarly investigation, drawing upon existing knowledge for the purpose of crafting solutions to social problems, or making information or ideas accessible to the **public**”

(Thomas University, 2016)



### 3. Mentions of Open Access by Institution Type



institution-level: negative

“ Unfortunately, it is now possible for candidates who receive negative evaluations at lower levels (department, department chair, College Advisory Committee) to compensate (for these negative evaluations) by using online journals which feature ‘instant publishing’ of articles of questionable quality for a fee. These journals have been described as ‘predatory open-access journals.’ ”

academic unit-level: negative

- “ 1. Faculty are strongly cautioned against publishing in journals that are widely considered to be predatory open access journals. ”
- “ 2. ...self-published, inadequately refereed, open-access writing, or on-line publications will be scrutinized carefully, and may be given little or no stature as evidence of scholarly accomplishment unless the candidate provides convincing evidence of peer review and impact comparable to that of established major journals. ”

1. Department guidelines for tenure and promotion, University of Southern Mississippi – Department of Political Sciences, 2016

2. Promotion and tenure guidelines, Purdue University – Department of Anthropology, 2014

academic units: neutral

“Open-access, peer-reviewed publications are valued like all other peer-reviewed publications.”



But - what do faculty **perceive** is  
valued in the RPT process??

# Perceived Value of Factors in the RPT process

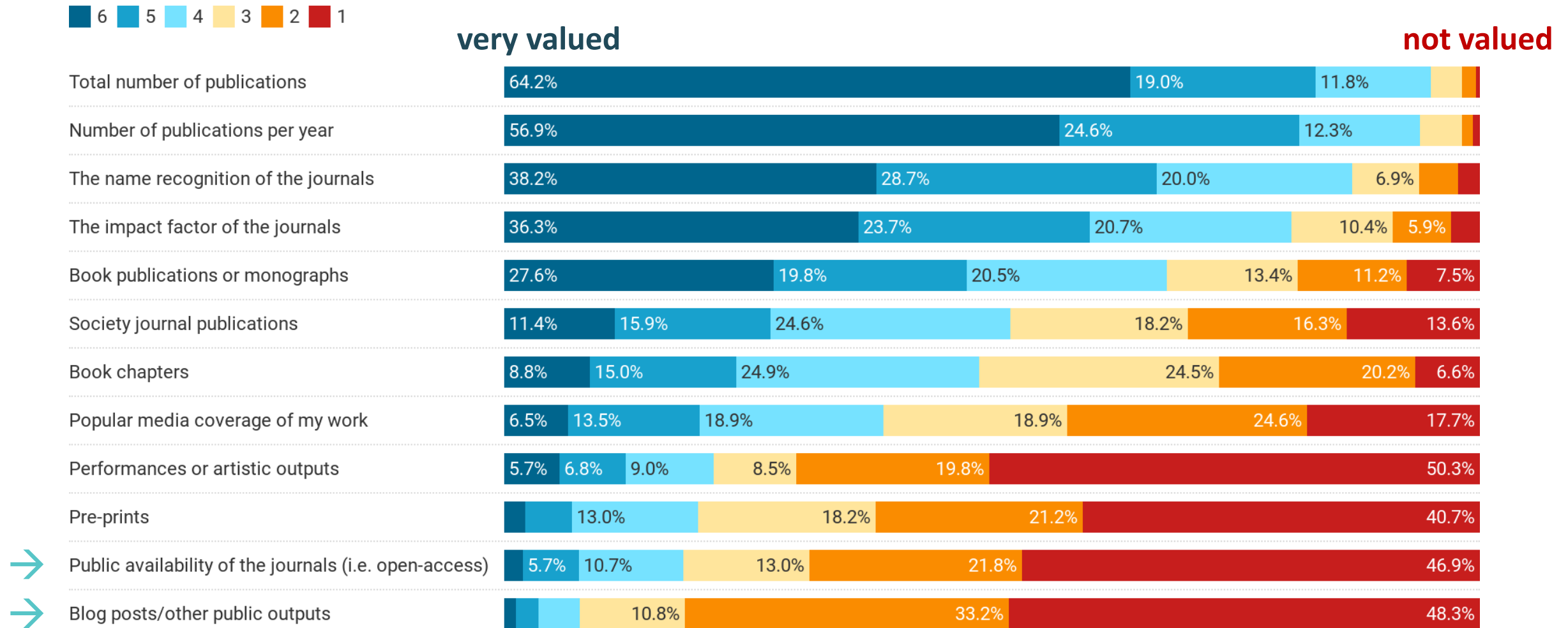


Figure 3. Perceived value of factors in the RPT process. Bars show percentage of respondents. Scale ranged from 1 (not valued) to 6 (very valued). Factors are ordered in their overall rate of importance (e.g., percent of respondents indicating a 4, 5 or 6).



thank you

[www.scholcommlab.ca/stay-up-to-date/](http://www.scholcommlab.ca/stay-up-to-date/)

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