

P&T Statement Draft

Update to EC, Chris Prom

January 10



UNIVERSITY OF
ILLINOIS
URBANA - CHAMPAIGN

Process

Inputs:

- Reviewed latest version of Communication Nine:
<https://comm9revisions.illinois.edu/>
- Assembled Sample P&T statements from peer institutions
- Examined External Community Standards (ACRL, SAA, AAUP)
- Solicited input via Survey

Redraft:

- Met seven times (<https://uofi.box.com/s/4qc5s07jkwgqvtu6botvefvcweeyninp>)
- Abstracted best of external statements
- Iteratively reviewed suggestions/worked in subgroups
- Consulted with Victor regarding DEIA and related areas.



Restructured Document

- Overview
- Role of Faculty in Contributing to Library and Campus Excellence ← **New Section**
- Domains of Evaluation ← **Substantive Clarifications**
- General Criteria ← **Tweaks**
 - For Promotion to Associate Professor ← **Minor Tweaks**
 - For Promotion to Professor ← **Substantive Clarifications**
- Domain-Specific Criteria
 - A. Librarianship ← **Add definition of excellence**
 - B. Research, Creative, and Scholarly Activities ← **Minor Tweaks**
 - C. Service (University, Disciplinary/Professional, and Public) ← **Minor Tweaks**
- Contributions to Diversity, Equity, and Inclusion ← **New Section**
- Review Process for Promotion and Tenure ← **Minor Tweaks**



Contributions to Campus Excellence

- The University of Illinois Library faculty offer expertise and professional leadership in the knowledge creation, knowledge sharing, the curation and provision of access to information and scholarly resources, and teaching. Library faculty advance the University's educational mission and its goals for teaching, research, and service. Librarians create and apply professional knowledge, as well as lead innovative and collaborative programs, services, and instruction. Library faculty further the Library mission by providing world-class library services and collections, acting as critically informed stewards of collections and content."
- Reference ACRL Standards for Faculty Status for Academic Librarians and AAUP Statement on Professional Ethics



Domains of Evaluation

- “The Library and University mission is served by faculty activities that enhance diversity, equity, and inclusion on our campus and in the community. Library Faculty are expected to contribute toward a diverse community characterized by equity and inclusion and contributions to these goals are assessed as integral to each of the three primary domains. Although the nature and extent of the activities will vary, all faculty are expected to make diversity, equity, and inclusion contributions in at least one of the three domains.”
- “Faculty may also make public engagement contributions in one or more of the three domains. In this case, faculty draw on their expertise to address concerns or issues relating to the public good, or involve the public more fully in the work of the university. The Library values these contributions, but they are not required for promotion to associate or full professor. They should be described by the faculty member as an element of each domain, and will be evaluated as supplemental evidence of achievement and excellence.”



Full Professor

- “In making an assessment, it is the totality of the contribution since the promotion to associate professor, rather than the amount of time that has passed or the consistency in research production, that is relevant. Promotion to full professor is based on an assessment that, since the last promotion, the candidate has made contributions of appropriate magnitude, independence, and quality. The candidate should demonstrate the ability to sustain such contributions to their field and the University.”
- “Full professors model librarianship, scholarship, and service in the Library, the university, and the discipline. They are not only grounded and recognized as experts in their specialty areas of librarianship, but they also function as ambassadors for the University Libraries within the university community, the state, regional partnerships, and the larger national and international academic library community. Full librarians take on leadership roles in library and university committees, professional organizations, and initiatives backed by consortia and other partnerships. Wisdom, disciplinary and institutional knowledge, and expertise developed through ongoing successful practice give full librarians the foundation and standing to explore, innovate, and implement ideas that further the profession.”



Librarianship

- “Excellent Librarianship at the University of Illinois Urbana-Champaign is:
 - Well-designed and well-delivered
 - Collaborative and inclusive
 - Reflective and evolving”
- “Librarians have unique and deep expertise in respective specializations that inform and are reflected in interactions with colleagues and faculty, staff and students across campus. Excellent librarianship requires both individual achievement and effective collaboration with campus and Library colleagues as library services and operations are often interdependent and require teamwork to be successful. Individual achievement is demonstrated through sustained and meaningful contributions and in applying one’s expertise and independent judgment to library services and programs embedded within the University’s educational mission. It may include innovation in practice. Effective collaboration is demonstrated by responsible participation and follow-through, as well as by inclusion, respect for others, and, when needed, the expression of controversial opinions or dissenting voices. Both individual achievement and collaboration provide opportunities to lead specific programs or initiatives. “



Research and Service

Largely Clarifications of Existing Standards

- Added bullet about uncompleted manuscripts (are only considered as supplemental evidence of future direction)
- “Innovative and emerging approaches, methodologies, and platforms, particularly in digital scholarship, with evidence of scholarly impact and recognition, will be considered.”
- “The Library’s evaluation of service shall recognize the disproportionate service burdens of some faculty, particularly those from groups historically underrepresented and/or marginalized in academia. Examples are noted in Communication Nine.”
- Refines service criteria for three areas of University/Library, Disciplines/Professions, and Public/Society



DEIA

- “A faculty member’s diversity, equity, and inclusion efforts will be related to their scholarly expertise and/or role as a librarian at the University. Regardless of their area of scholarship, all library faculty are expected to and can make efforts toward enhancing diversity, equity, and inclusion. How an individual faculty member decides to do so will vary, as will the extent of their efforts. The University recognizes that diversity, equity, and inclusion activities will be more central for some faculty than others. DEI activities may take place in a faculty member’s librarianship, research, or service area and may be at the individual, programmatic, or institutional level. In general, efforts will contribute to the diversity, equity, and inclusion mission within the broader context of a faculty member’s research, librarianship, and service accomplishments. It is not expected that any individual faculty member will perform diversity, equity, and inclusion activities in all domains or at all levels.”

