

Resolution in Support of Recognizing Diverse Forms of Scholarship in Consideration for Tenure and Promotion

WHEREAS the university's mission includes advancing knowledge for the public good, and faculty contribute to this mission through a diverse range of scholarly practices—across disciplines, mediums, and audiences—via research, teaching, service, and leadership that often extend into the public, professional, and civic spheres;

WHEREAS many scholars, especially those from underrepresented backgrounds or those engaged in community-based, justice-oriented, or public scholarship, face structural disincentives because their work—such as local publications, community partnerships, media contributions, and policy engagements—often goes unrecognized by conventional academic metrics such as indexed journal articles or competitive grant funding;

WHEREAS the evolving landscape of knowledge production, sharing, and application demands that universities recognize and support this broadening ecology, including interdisciplinary, transdisciplinary, multimodal, and socially engaged scholarship that responds to broader demands of both the academy and broader society;

WHEREAS knowledge is not only produced but also applied through service and leadership, and recognizing these contributions as integral forms of scholarly engagement strengthens academic equity, better aligns reward systems with the university's mission, and affirms the varied purposes and impacts of faculty work;

WHEREAS service to the institution, profession, and community—as well as leadership in shared governance and academic administration—constitutes a foundational aspect of faculty contribution, advancing institutional effectiveness, civic responsibility, and long-term social impact of broadly defined scholarship across the university and the communities it serves.

THEREFORE, BE IT RESOLVED THAT the A&S Senate:

1. **Affirms public scholarship, applied knowledge, and institutionally engaged leadership** as valued components of scholarly contribution and supports their formal recognition in tenure and promotion policies;
2. **Calls on departments and committees to adopt inclusive guidelines and criteria** that recognize diverse forms, audiences, and mediums of knowledge production, sharing, and application—extending from academic publications to academic service and leadership work, policy engagement, media contribution, creative work, and community-based interventions;
3. **Urges departments to evaluate faculty contributions holistically**, including structured self-assessment, feedback from diverse stakeholders, and consideration of social, cultural, and institutional impacts—not only conventional scholarly outputs;
4. **Encourages university leaders and policymakers to update evaluation frameworks** so they better reflect how faculty already produce and apply knowledge, reflecting and advancing the broader societal knowledge ecology, both locally and globally;
5. **Recommends that this resolution be shared with the Provost, University Senate, and affiliated college deans** for deliberation, adoption, and updating of guidelines toward fostering inclusive, equitable, and institutionally and socially impactful scholarship.

Adopted by the A&S Senate on [insert date].