

Proposition: 09-09/10 Amended

Date Submitted:

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Proposed Committee: Faculty Affairs

Assigned Committee: Faculty Affairs 1/19/10

Title: Proposal to Amend NMSU's Promotion and Tenure Policy Regarding Scholarship and Creative Activity [Re CCs]

Proposal: To amend NMSU's Promotion and Tenure Policy to include a statement that allows NMSU's four community colleges to include professional development as one aspect of scholarship and creative activity.

In the past the four community colleges were evaluated by 'professional development' as a separate category. We now ask that we be allowed to transition professional development into Scholarship and Creative Activity as one aspect of that category's evaluation rather than include it in the Instruction category. Because no College at NMSU is allowed to create evaluation categories outside of those established by the NMSU Promotion and Tenure Policy, the NMSU community colleges are requesting that we be allowed to add 'exception' language to the policy.

Proposed Language (in bold):

5.90.4.2 Scholarship and Creative Activity

Scholarship and creative activity is both activity and product, employing dynamically interacting processes of discovery and creation, teaching and dissemination, engagement and application, and integration, in the pursuit of fulfilling the mission and vision of NMSU. Products developed through these processes are public, open to peer review, and available for use by others.

Scholarship and creative activity can take many forms, including but not limited to refereed publications. **At NMSU's community colleges, Scholarship and Creative Activity includes scholarship that is also evidenced by professional development activities that disseminate knowledge to the college's learning communities.**

Rationale:

- 1) Historically, at the community college, professional development is not limited to instruction. Faculty members have been expected not only to engage in professional development activities relevant to their disciplines, but also in leadership, diversity, or

service-related areas. Ballanca (2002, p. 35) states “Faced with an increasingly diverse student body with varying expectations, learning styles, and service preferences; new and growing competition; technological advancements; and changing governmental policies and societal demands, community colleges can no longer respond in traditional ways.”

- 2) Some NMSU Colleges list professional development as an aspect of scholarship. For example, the College of Education lists as evidence of scholarship “Professional development that enhances scholarship and creative activity,” and the College of Engineering requires faculty members to “List research/creative activity conferences attended and indicate whether a paper was presented.”
- 3) High standards will be employed in evaluating the scholarship and dissemination of knowledge gained through the professional development activity. The NMSU Community College P&T policy includes the evaluation criteria established by Robert Diamond (2002) to be used in the evaluation of scholarship and creative activities.
- 4) Boyer (1990) states that scholarship relies upon the advancement of knowledge. The Community College P&T Policy requires that knowledge gained through professional development activities relevant to the five P&T categories, such as at conferences or in coursework, be disseminated through workshops, seminars, conference presentations, public forums, etc.
- 5) The application of knowledge gained through professional development activities is a widely-accepted criterion for evaluating both academic and vocational community college faculty. (Examples: Volunteer State Community College, TN; Columbus State Community College, OH; Sinclair Community College, OH; Alamo Community College/Palo Alto, TX, Valencia Community College, FL, South Seattle Community College, WA, Bossier Parish Community College, LA, etc.)

References

- Ballanca, R. B. “Professional development for a new age.” In N. Thomas (ed). *Perspectives on the Community College*. Phoenix: League for Innovation in the Community College and Macomb Community College, 2002.
- Boyer, E. (1990) *Scholarship reconsidered: Priorities for the professoriate*. Princeton, NJ: The Carnegie Foundation for the Advancement of Teaching.
- Diamond, R. M. (2002). *Serving on promotion, tenure, and faculty review committees: A faculty guide*, 2nd ed. Jossey-Bass-Anker Publishing Company.