

FORMS OF RESEARCH, SCHOLARSHIP, AND CREATIVE ACTIVITY

Washington State University, College of Arts and Sciences

(Approved 2020, also incorporated into CAS Policies on Tenure and Promotion)

As a multi-disciplinary and forward-facing unit, WSU's College of Arts and Sciences recognizes that a faculty member's work in research/scholarship/creative activity, as well as in teaching and service, will likely take many forms over the course of a career. The College thus maintains an expansive view of scholarship that recognizes the value of multiple modalities and reaching multiple audiences.

Statement on Interdisciplinary Research, Scholarship, and Creative Activity

Many of the most compelling and challenging questions faculty pursue necessarily involve theories, techniques, and evidence that cross institutionalized and/or disciplinary boundaries. Pursuing such interdisciplinary questions in a program of research, scholarship, and creativity may mean that a faculty member may develop a profile that differs from those concentrated in a single discipline. For example, the faculty member may pursue more collaborative ventures (formal or informal), learn and employ multiple methodologies, and present or publish in a variety of outlets.

Given this potential diversity, candidates for tenure and/or promotion are thus encouraged where appropriate to explain within their promotional statements the significance and/or value of their cross-disciplinary work, as well as how that work contributes to their larger professional profile within their department and scholarly field(s). Candidates who have pursued sustained work in these areas may also wish to identify among their suggested external reviewers at least one evaluator experienced in one or more of the associated fields outside the core-discipline connected with the interdisciplinary work. For its part, to the extent that the candidate's work meets the foundational expectations of coherence, significance, and peer review, the College values interdisciplinary research, scholarship, and creative activity at the same level as it values these activities within the candidate's core discipline.

Statement on Public and Community-Engaged Research, Scholarship, and Creative Activity

In keeping with WSU's land-grant mission, the College of Arts and Sciences also values research, scholarship, and creative activity that actively seeks to communicate to, and engage with, audiences outside of the academy. The College recognizes that such activity may require significant work in relationship building and/or career exploration. Such activity also may often result in products that are multi-disciplinary, appear in non-traditional or specialized venues, share authorship with non-academic or community partners, and combine work in categories (such as teaching and service) more often reviewed separately.

As such, the evaluation of public and community-engaged scholarship may entail considerations different than those applied to disciplinary- and academically-based work. In assessing such work, the College values clarity of goals; intellectual rigor and creativity in content, methodology, or design; opportunities for ongoing and/or future collaboration and engagement; effective

communication with appropriate audiences; and impact. Impact may be assessed by indices such as financial support offered by granting agencies and external partners, presentations at recognized scholarly and public meetings, measurements of engagement (such as citations, number of online views or downloads, and other quantitative scales), adoption of work products by academic or non-academic institutions, policy influence, and resonance with identifiable communities. Letters of support detailing this activity and its impact can be included among a candidate's materials.

The College recognizes that public and community-engaged work may introduce considerations unfamiliar to internal and external reviewers not trained in similar work. Where appropriate, candidates for tenure and/or promotion are thus encouraged to articulate their understanding of such considerations in the research statement and/or CV. Candidates who have pursued sustained work in these areas may also suggest among their possible external reviewers one or more evaluators (academic or non-academic) possessing significant experience in relevant communities of practice. It is the policy of the College to treat such evaluations equally with those drawn from more traditional academic sources.