



Holistic Development Promotion Statement Workshop

*CO-SPONSORED BY SU ADVANCE AND THE CENTER FOR FACULTY
DEVELOPMENT*

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Workshop Intent:

Prepare faculty intending to submit promotion files in 2022 or 2023.

These faculty will not have developed a prior Holistic Faculty Development Plan.

The file statement will stand in lieu of this.

Today, we will discuss:

- ❖ Elements of an holistic statement
- ❖ Aligning your CV
- ❖ Communication with mentors and evaluators
- ❖ External evaluators

Reflection Exercise:

- ❖ What is the impact you intended to make when you entered the profession?
- ❖ What have you learned about yourself from going through the tenure process?
- ❖ What are you passionate about in context of your professional identity?
- ❖ How would you describe your specific forms of expertise?
- ❖ How does this expertise show up in your professional life?
- ❖ How does this expertise show up in your university engagements?
- ❖ What are the unifying themes of your professional life?
- ❖ How does your professional identity and journey to professor align with Seattle University's mission?

Professional Identity

IN A FEW WORDS OR A PHRASE, HOW WOULD YOU DESCRIBE YOUR PROFESSIONAL IDENTITY? BE CREATIVE, HAVE FUN WITH THIS!

I AM A _____?

Identifying Professional Development and Contributions vis-à-vis the Guidelines:

The rank of Professor is customarily awarded to an individual who has an earned doctorate or terminal degree in their field, and has a record of excellent accomplishment and high competence demonstrating career-long integration with post-tenure evidence in one or more areas of faculty work.

Areas of faculty work to which a faculty member may apply their expertise:

- ❖ Curriculum/program development;
- ❖ Contributions to university leadership and institution building;
- ❖ Research/scholarly/creative practice;
- ❖ Applied and public scholarship;
- ❖ Community-engaged scholarship, research, teaching, learning, or other community engagement.



List activities that align with these general areas...

Activities

Expertise

Contribution



My professional development since
tenure is characterized by....

*Based on your list of activities and your reflections,
write a paragraph that introduces your reader to your
professional self.*

Narrating Your Professional Journey: Elements of Holistic Development

- ❖ Personalized and reflective
- ❖ Thematic → what's the arc of your story?
- ❖ Integrated and holistic
- ❖ Indicative of growth and an intentional trajectory
- ❖ Mission-aligned
- ❖ Clear description of communities of practice (e.g., your discipline, university, specific publics, communities)
- ❖ Specifics: activities and evidence of impact/contributions

Who is the Audience in Your Head?

- ❖ How are you narrating for those unfamiliar with your field/communities of practice?
- ❖ Who are you as a teacher-scholar-university citizen?
- ❖ What activities and products are significant in your areas?
- ❖ How is your work aligned with mission *and* indicative of your expertise?
Potential areas of contributions include:
 - Student success
 - Institutional engagement (leadership, innovation, infrastructure)
 - University reputation
 - Diversity and inclusion

Guide Posts for Writing the Statement:

- ▶ Opening: Characterize your professional identity and career trajectory. Signal to readers *how* your file should be read.
 - ▶ “Because of my emphasis on community engagement, I have organized this statement to indicate how my contributions are integrated across my teaching, scholarship, and institutional leadership.”
- ▶ Thematic Organization: Sub-titles/areas should follow a thematic logic.
- ▶ Clearly identified activities and products described in terms of significance to your professional identity/communities of practice/SU mission.
 - ▶ “My commitment to mentoring junior faculty of color is reflected in a Routledge book series I edit.”
- ▶ Evidence of impact/contribution.
 - ▶ “A central contribution to X community has been my expertise in grant-writing; X community recently received a King County grant.”

Who is the audience for your CV?

- ❖ Review your CV for alignment with your statement.
- ❖ Is all the info in your statement available on the CV?
- ❖ Do the categories reflect your trajectory?
- ❖ Have you indicated effort/contribution in items such as grants, community work, etc.?
- ❖ Do you have a “leadership” category?
 - ❖ Sub-divided by areas (e.g., discipline, community).
 - ❖ Brief descriptions of contribution/effort.

External Evaluators and Other Audiences:

The aim of the statement is to provide sign-posts for your reader for following and appreciating your professional development journey and contributions.

In the absence of a clearly defined map, readers will default to the traditional # of publications, journal impact, etc. An effective statement will detour them away from this path and onto the one that accurately reflects you. Typically, evaluators appreciate this. A strongly aligned CV provides additional support in this alternative reading.

How will evaluators assess faculty's portfolios holistically?

Criteria:

- ❖ Evidence of systematic development.
- ❖ Evidence of a strongly articulated expert/interest focus.
- ❖ Evidence of strong engagement of focus within specific community(ies) of practice.
- ❖ Evidence of “impact” through documented artifacts relevant to the community(ies) of practice.

Identifying “Communities of Practice”:

- ❖ Who/what are the professional audiences in your head?
- ❖ Where/how do you aspire to have impact? How would you demonstrate that impact?
- ❖ What contributions are you already making that you think don't count; how might you develop these?