



# PROCESS CONSIDERATIONS FOR TENURE AND PROMOTION REFORM

## Roadmaps to Reform in Tenure and Promotion

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## ACTION PLAN

<https://wp.geneseo.edu/coplacplan/>

**GOAL** What do you want to achieve in evaluation, tenure, promotion and reward system reform at your institution?

**IMPORTANCE / RATIONALE** Why is this goal important to your institution? How does it align with institutional mission?

**STAKEHOLDERS** Who are the stakeholders?

**PROCESS STRATEGY** Is this a top-down or bottom-up reform process? And why? What process steps do you foresee?







**IMPORTANT QUESTIONS** What questions do you need to ask to develop this process?

## LEADERSHIP DEVELOPMENT WITHIN INSTITUTIONAL CONTEXT

	STRENGTHS	WEAKNESSES
MY ROLE	<p>What strengths and agency do I bring to help achieve this goal in tenure and promotion reform?</p> <p>How can I leverage my strengths?</p>	<p>If I don't have this level of agency, who at my institution has this agency? What institutional collaboration do I need?</p> <p>What do I need to learn to help achieve this goal in tenure and promotion reform?</p>
INSTITUTIONAL CONTEXT	<p>What are the strengths within my institution in this reform process?</p> <p>How can I leverage these strengths?</p>	<p>What are the weaknesses within my institution in this reform process?</p> <p>What needs to be done to address these weaknesses?</p>



## ACTION ITEMS

<b>ACTION ITEM</b> 	<b>EXPECTED ACCOMPLISHMENT / OUTCOME</b> 	<b>WHO IS RESPONSIBLE?</b> 	<b>TIMELINE</b> 	<b>RESOURCES NEEDED</b> 	<b>MEASURES OF PROGRESS</b> 
Communication about T&P reform goals & process	Stakeholders have a clear understanding of the rationale behind the T&P reform	Several key individuals needed: Dept Chair, Dean, President	Ongoing	Email Dept meeting All-campus meeting	Evaluation survey or focus group (note that evaluation is another action item)