SCHOLARSHIP RECONSIDERED:
Integrating EDI into Appointment, Promotion and Tenure Guidelines

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Objective

The objective was to develop inclusive promotion and tenure (P&T) criteria at the University of Maryland School of Pharmacy (UMSOP) that reflect the UMSOP's mission and values, recognize the rich potential of diverse faculty and reward a breadth of scholarly excellence.
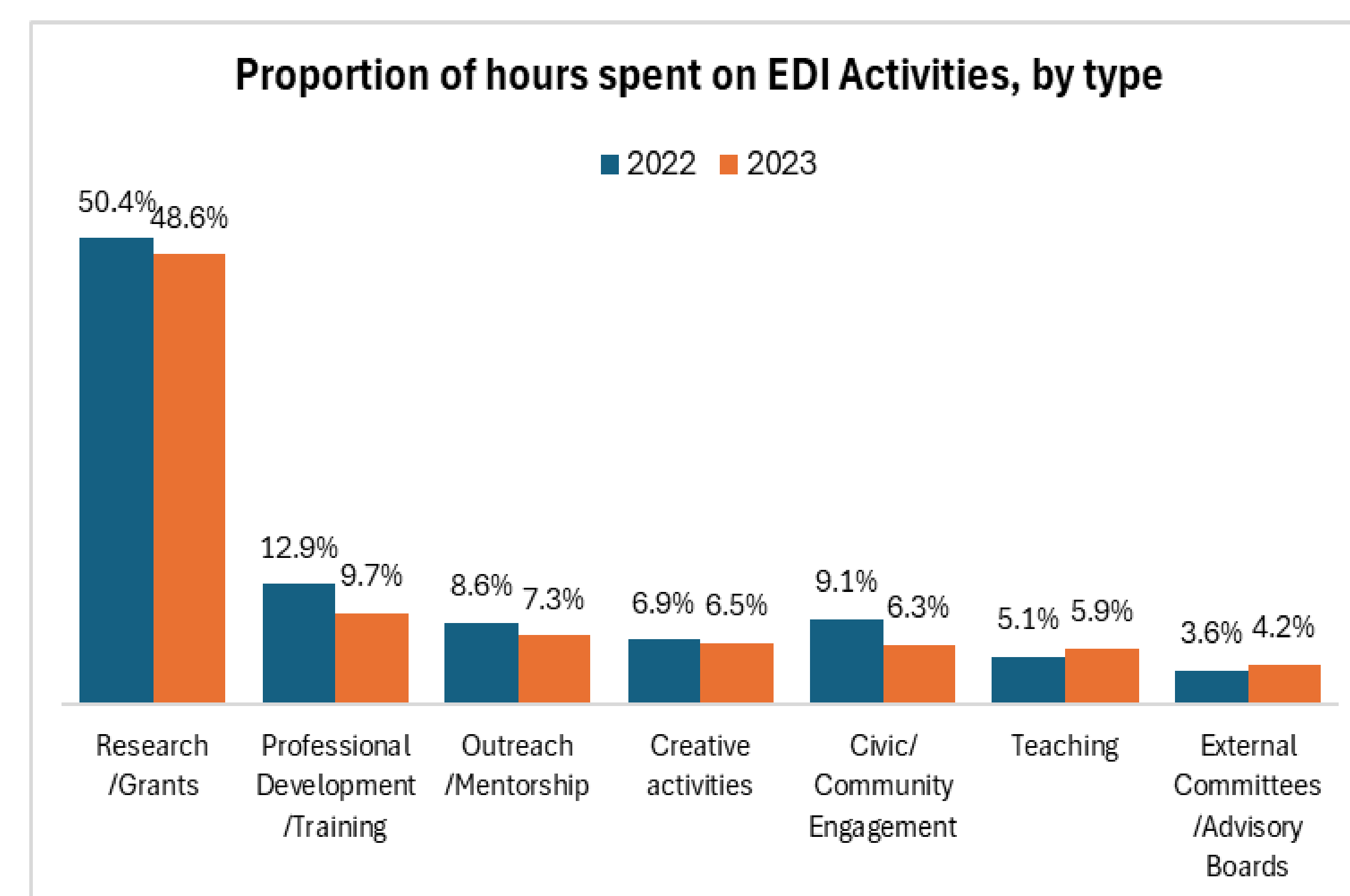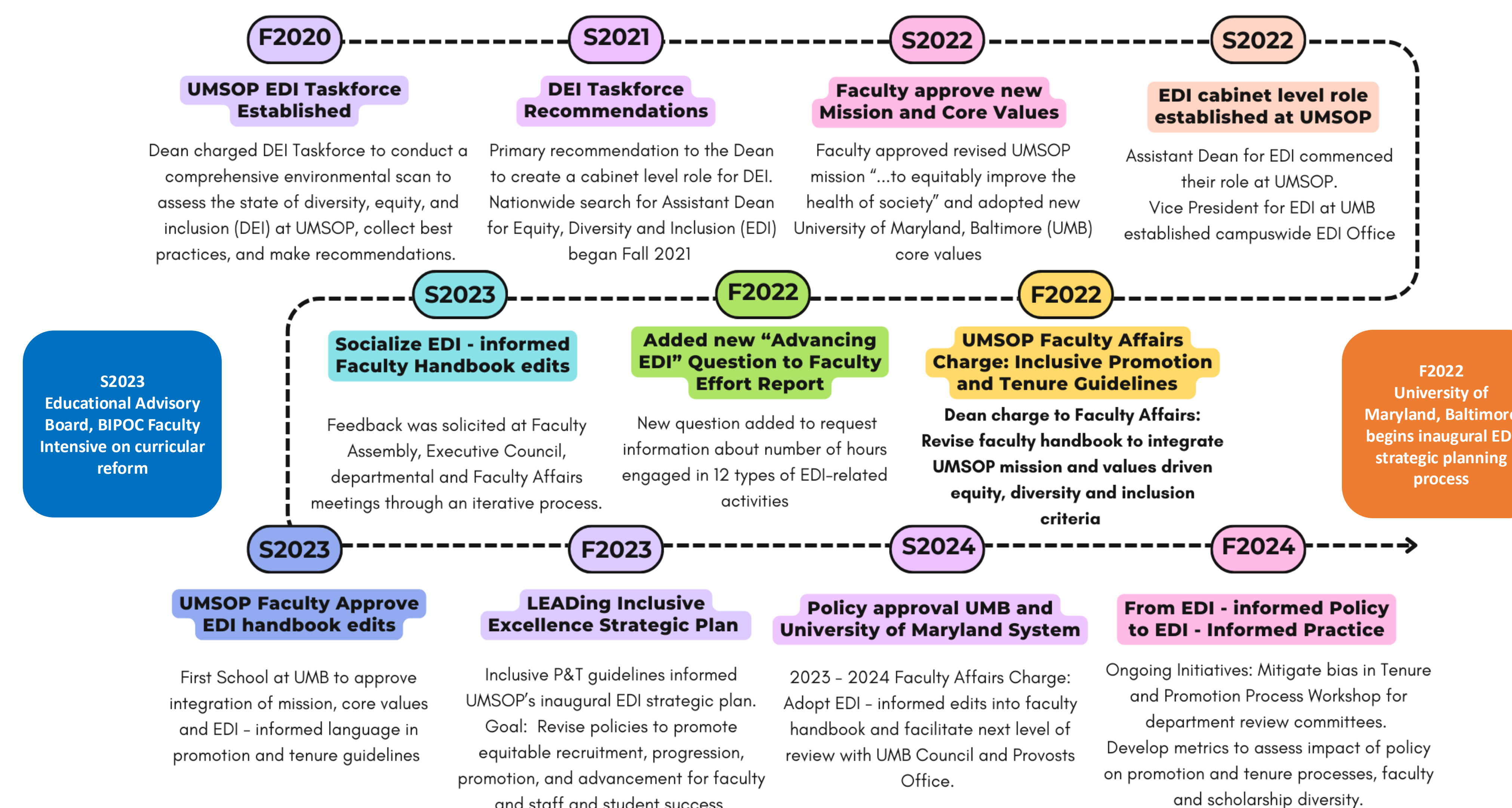
Methods

In the Fall of 2022, questions were added to the annual faculty effort report to capture data on scholarship, teaching, and service such as scholarship that is relevant to communities or persons who have been marginalized, inclusive teaching and leadership pedagogy, and service that advances inclusive culture, equitable opportunities, and partnerships with diverse communities. Concurrently, the UMSOP Faculty Affairs Committee workgroup drafted inclusive P&T guidelines for the Faculty Handbook. Proposed changes were presented several times to garner faculty feedback and buy-in. An advisor from the Educational Advisory Board (EAB) led a faculty intensive focused on inclusive P&T guidelines.

Results

Two-thirds of Maryland faculty (45/73 in 2022, 47/70 in 2023) reported a total of 4,000+ hours of EDI activities in calendar year (CY)2022, and 4,600+ hours in CY2023. Nearly half of EDI efforts were in research/grants. The mean number of hours per faculty who reported EDI activities was 89 in 2022 and 100 in 2023; medians were 33 and 35 hours respectively. Inclusive P&T guidelines were passed by majority vote of the Faculty Assembly in Spring 2023 (system approval pending).

U. Maryland Inclusive Promotion and Tenure Guidelines Milestones

Discussion

EDI additions to the Faculty Handbook were intended to provide:
- Additional guidance that can be used to establish a more accurate ranking across the areas for evaluation
- Additional metrics that can be used when available metrics do not capture a candidate's true impact.
- Examples of activities that would qualify as EDI-related, such as: Research that studies dimensions of *social identity* or *location* that "structure" differential access to opportunities for health (e.g., age, disability, gender/gender identity, language, race/ethnicity, socioeconomic status, mental health, etc.)

Expectations were clarified:
- EDI additions are not a checklist nor new criteria that have to be met but, rather, "permissive" or optional criteria to document ongoing or new EDI-related activities.

Despite having fewer faculty in 2023, a greater number and proportion of faculty reported EDI-related activities than in 2022. Additionally, almost 700 hours more EDI related activities were reported for 2023, and the means and medians were higher. This could indicate both a greater awareness of reportable activities as well as an increase in activities.

Implications

The **TIMING** was right for this significant change. Cross-departmental **TEAMWORK** among faculty champions demonstrated the generalizability and value of this effort. **TURBULENCE** was mitigated and **TRACTION** was gained by citing national best practices, offering faculty development workshops, and sharing original data which captured faculty activities that advance EDI. Combined, these factors provided robust evidence to UMSOP faculty on the feasibility of incorporating EDI criteria into P&T guidelines and the extent of ongoing EDI-related efforts. UMSOP's LEADing Inclusive Excellence Strategic Plan 2023 – 2026 will assess impact of this policy on promotion and tenure processes, and faculty and scholarship diversity.

Proportion of hours spent on EDI Activities, by type

	Research /Grants	Professional Development /Training	Outreach /Mentorship	Creative activities	Civic/ Community Engagement	Teaching	External Committees /Advisory Boards
2022	50.4%	12.9%	8.6%	6.9%	9.1%	5.1%	3.6%
2023	48.6%	9.7%	7.3%	6.5%	6.3%	5.9%	4.2%

Total hours of EDI Activities by Type	2022 n=45/73	2023 n=47/70
Research /Grants	2027	2284
Professional Development /Training	519	458
Outreach /Mentorship	348	343
Creative activities	278	306
Civic/ Community Engagement	366	295
Teaching	205	278
External Committees /Advisory Boards	144	199
Presentations	64	154
Pharmapreneurial /Philanthropy	18	152
Editorial Service	15	148
Honors /Awards	27	76
Artistic Expression	13	5