

# A look at public engagement, publication outputs and metrics in the tenure review process

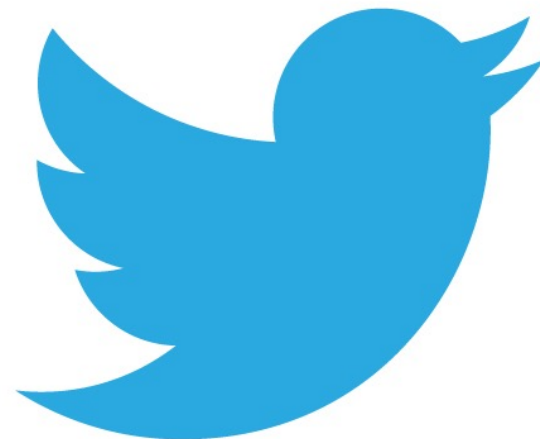


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# Promotion and tenure



**What do universities value?**

**What do universities reward?**

**What counts toward  
promotion and tenure?**

# **University missions tout importance of community and public engagement**



# Public aspects of faculty work



knowledge exchange



open access



open source



blogging



citizen science



collaboration

**Researchers cite concerns  
about promotion and tenure  
evaluations as a top reason  
they do not share their work.**

**What do review, promotion,  
and tenure documents say?**

**Do universities reward public  
engagement, outreach,  
sharing of research?**



# Open data for the RPT project



Open Science Collaboration.  
2018. "Badges to Acknowledge  
Open Practices." OSF.  
September 10. [osf.io/tvyxz](https://osf.io/tvyxz).

Available via Harvard Dataverse  
<https://doi.org/10.7910/DVN/VY4TJE>

# Words and concepts of interest

**‘public’**

**‘community’**

**‘public engagement’**

**‘community engagement’**

# Document collection and grouping

- **864** RPT documents from **129** universities and **381** academic units (U.S. and Canada)
- unis divided into R-type, M-type, Bacc-type; subtypes within each (e.g., R1, R2, R3)
- academic units divided into:
  1. Life Sciences
  2. Physical Sciences & Mathematics
  3. Social Sciences & Humanities
  4. Interdisciplinary

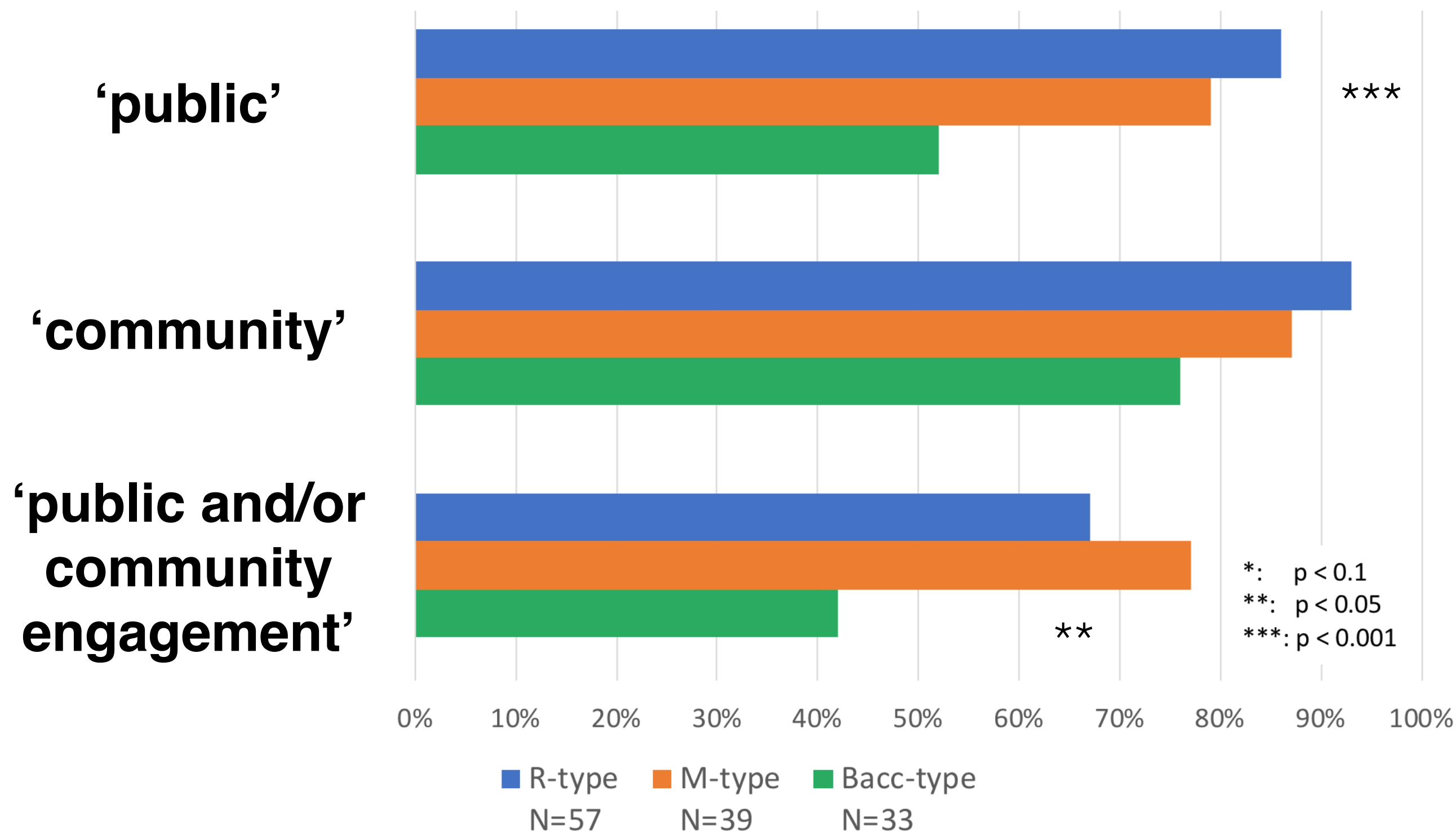
**87%** of institutions mention  
**‘community’** in RPT docs

**75%** mention **‘public’**

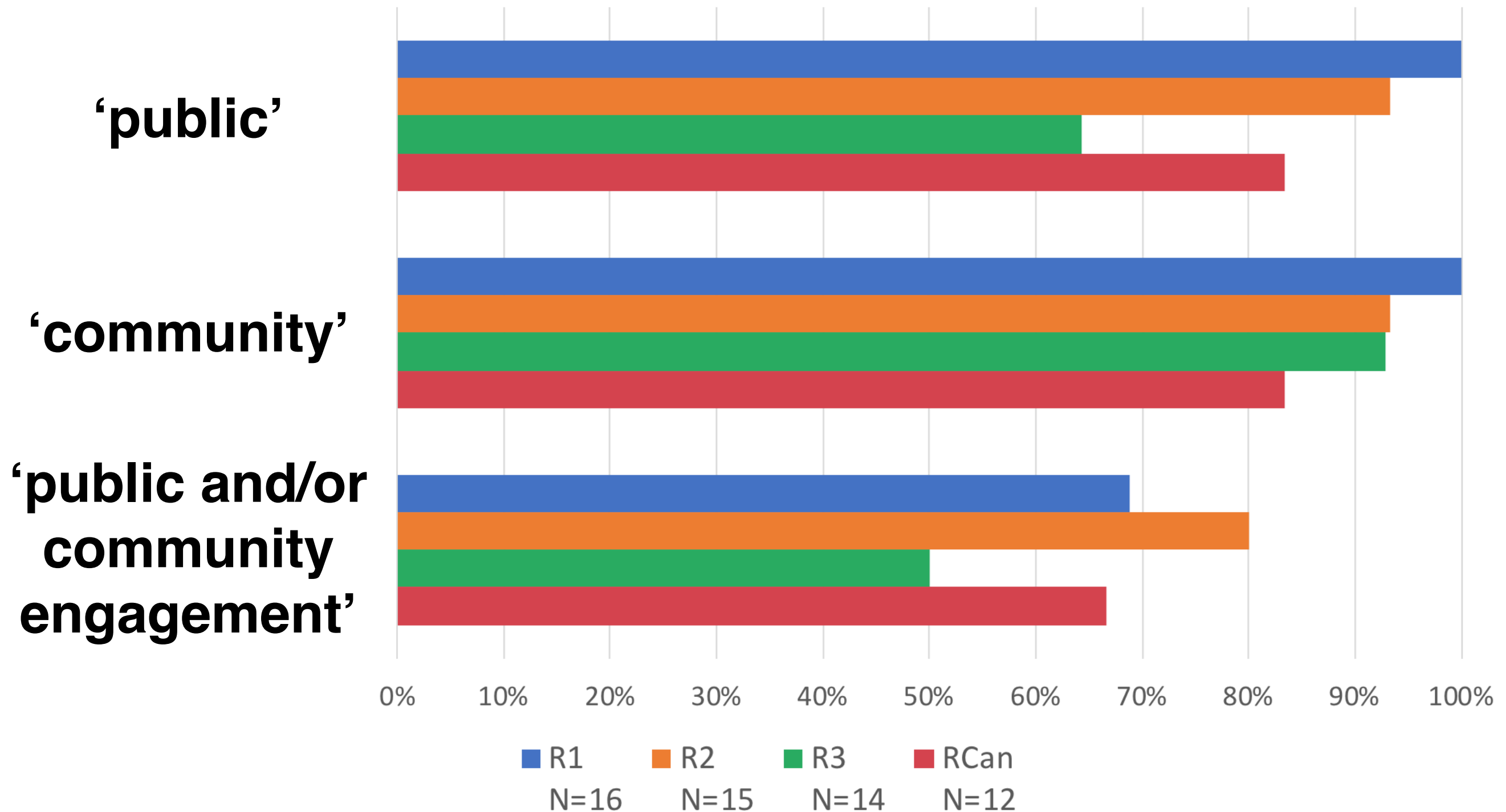
**64%** mention  
**‘public engagement’** and/or  
**‘community engagement’**



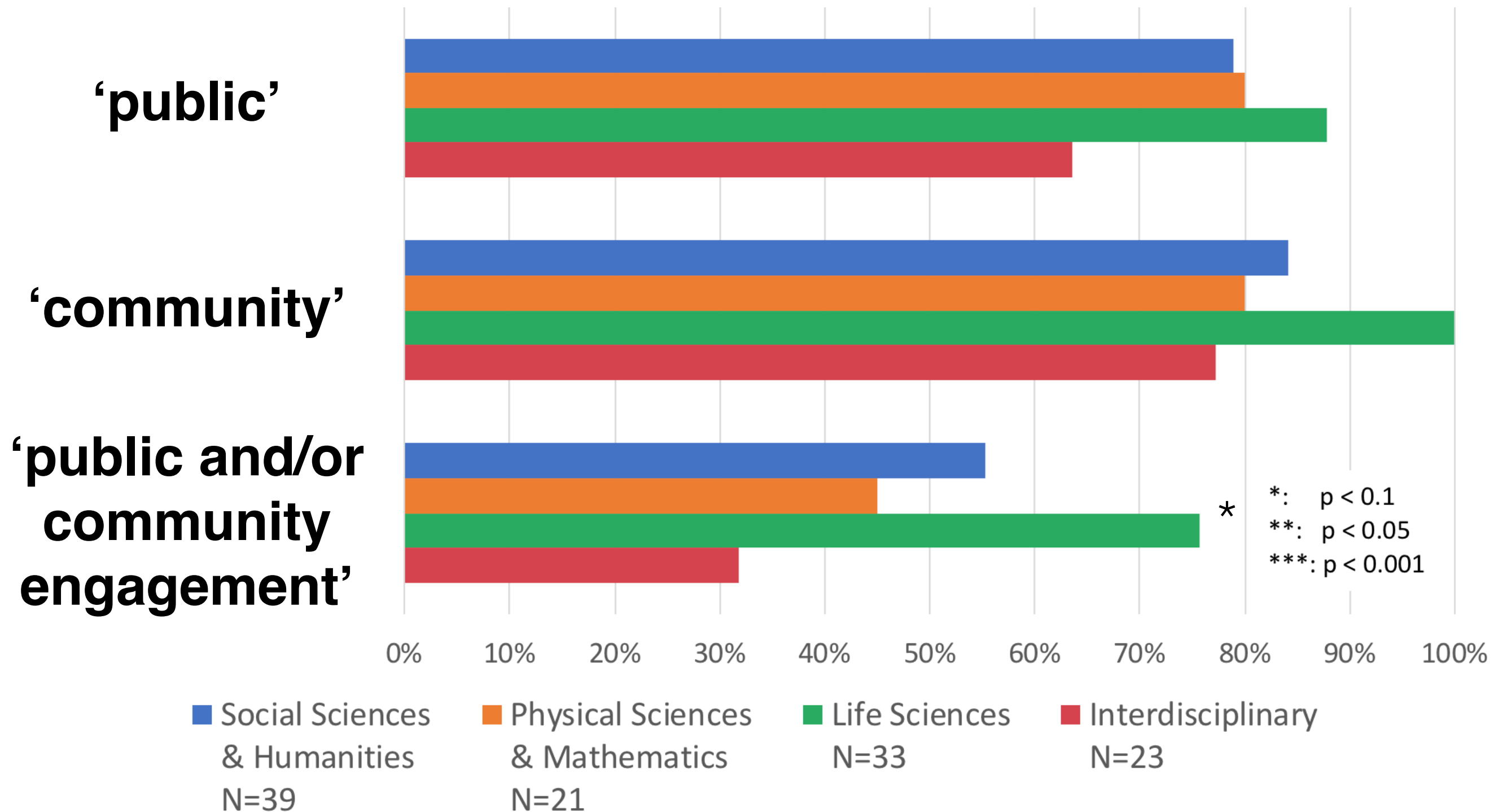
# Mentions in RPT docs by institution type



# Mentions in RPT docs by institution subtype



# Mentions in RPT docs by discipline



# Most frequent word near 'public' is 'service'





Most frequent words near ‘community’ are  
‘university’ and ‘service’



# Words and concepts of interest

**‘impact’**

**‘open access’**

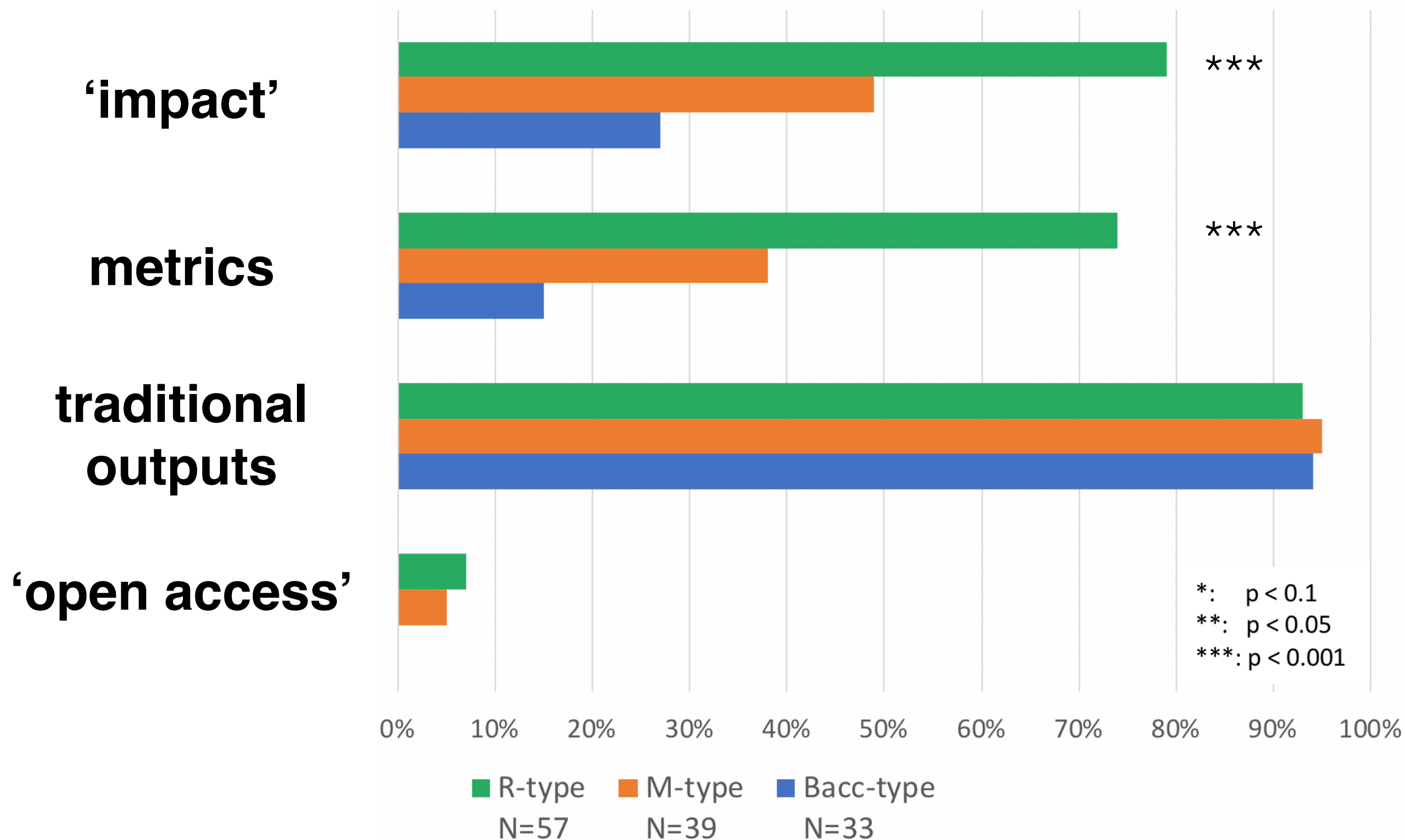
**traditional outputs**

**(books, conference proceedings, grants,  
journal articles, monographs, presentations)**

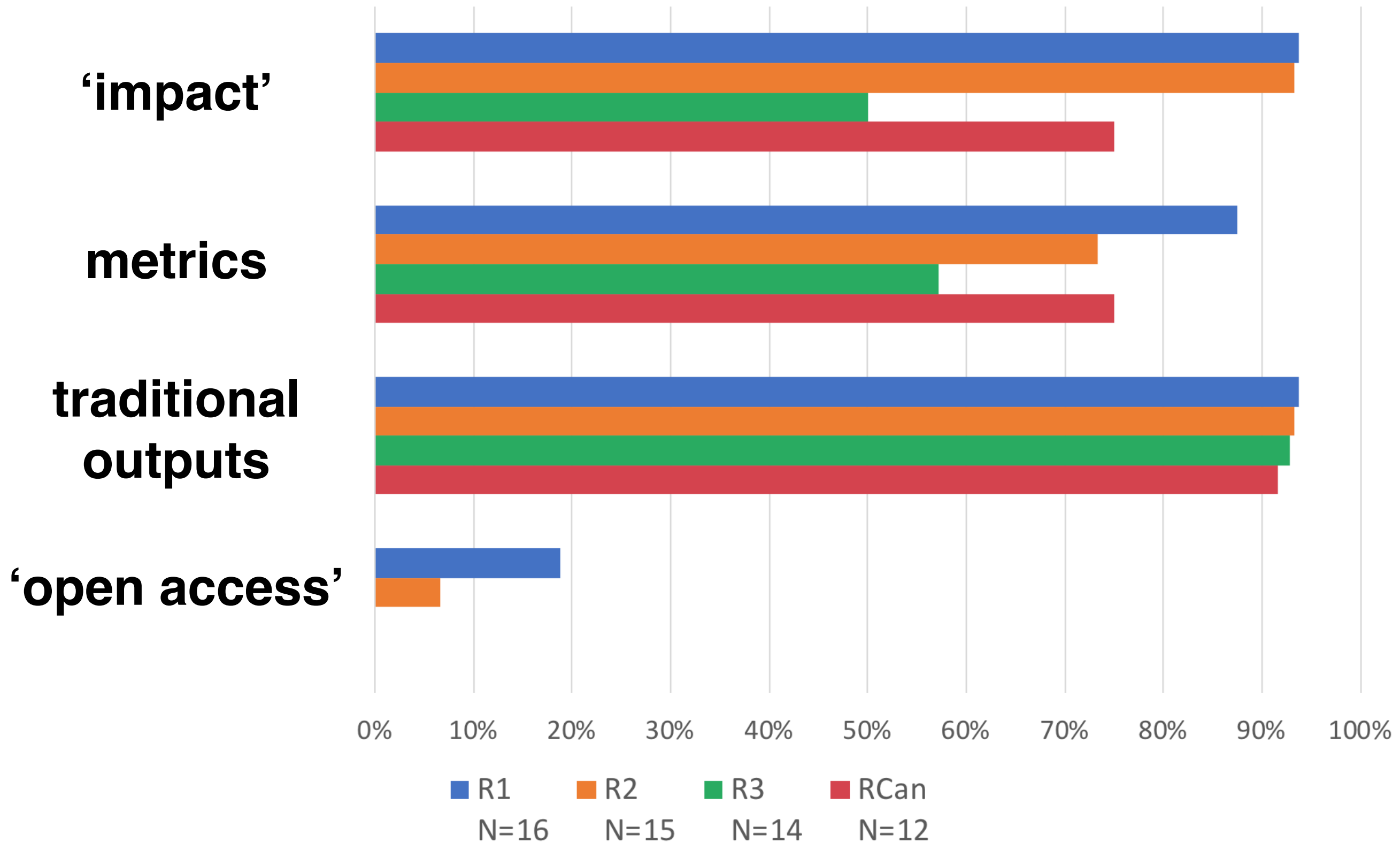
**metrics**

**(citations, impact factor,  
acceptance/rejection rates)**

# Mentions in RPT docs by institution type

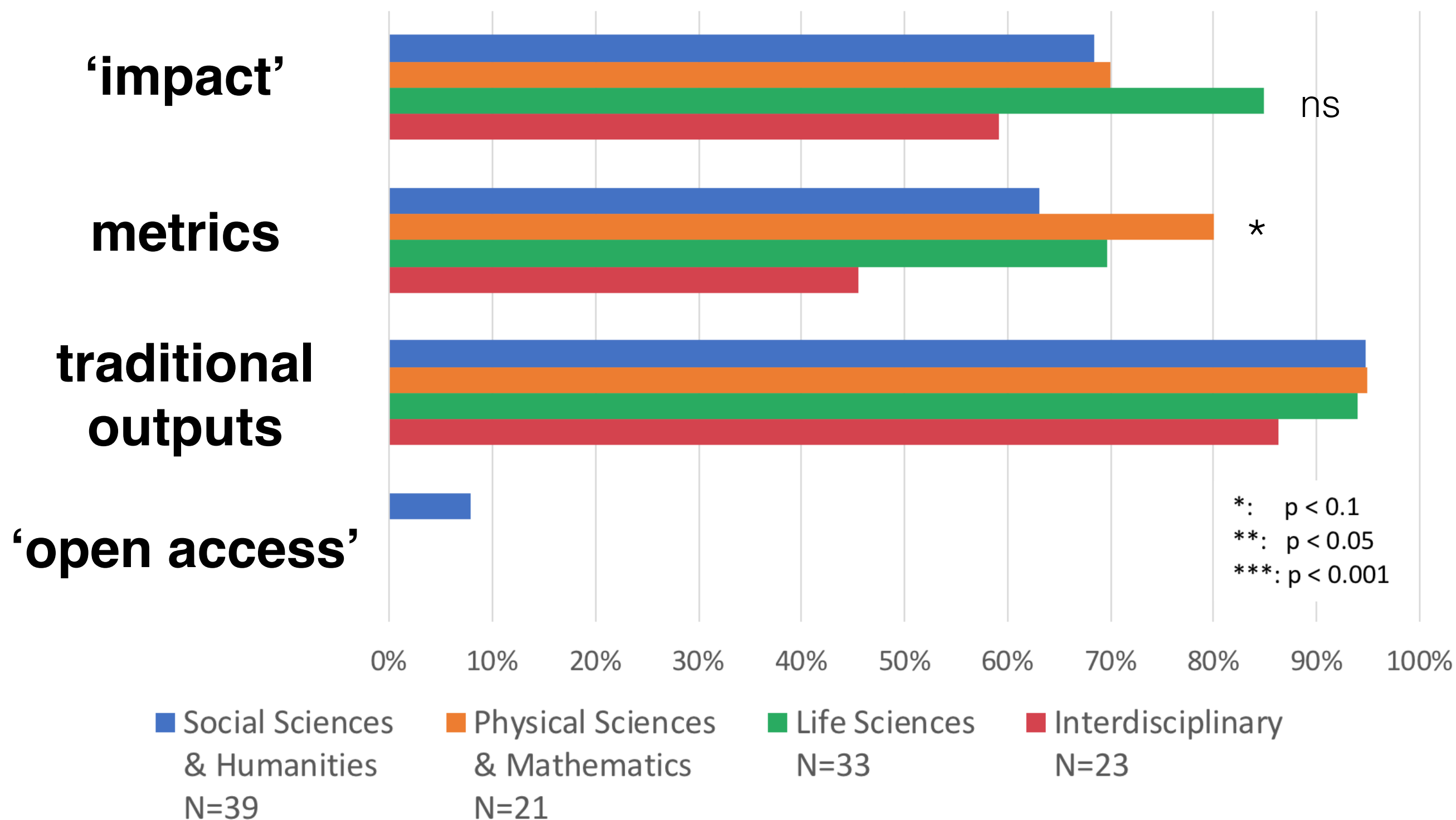


# Mentions in RPT docs by institution subtype





# Mentions in RPT docs by discipline



# Open access valued little, if at all

- only 5% of institutions mention OA
- mentions neutral or negative, none supportive
- question quality of OA journals, caution against predatory journals



# Most frequent word near 'impact' is 'research'



The **public** dimension of **impact**  
is rarely mentioned explicitly  
in RPT documents

only 9% of R-type institutions,  
11% of M-type



# Conclusions

While there is a relatively high incidence of the terms ‘**public**’ and ‘**community**’ in the RPT documents...there are **neither explicit incentives, nor clear structures of support** for assessing the contributions of scholarship to the various dimensions of publicness.

# What's the good news?!

We can fix this!

There are clear **opportunities** for institutions to **change how faculty work is assessed and incentivized** through the RPT process to achieve scholarship for the public good.

# People

Juan Pablo Alperin

Meredith Niles

Lesley Schimanski

Carol Muñoz Nieves

Gustavo Fischmann

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FOUNDATIONS

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**SPARC\***

**May your opennness  
be rewarded!**

