

Appendix-III. Contractual Faculty Personnel Policies

F. Tenure

4. Evaluation Categories and Criteria (Scholarly/Professional Pursuits Negotiated Agreements)

c. Scholarly/Professional Pursuit Inventories

This default inventory is a local PLNU guide to the Scholarship Continuum. The origin of the list is the Inventory of Scholarship listed in Appendix B of the book *Institutionalizing a Broader View of Scholarship Through Boyer's Four Domains* by Braxton, Luckey, and Helland (2002).

This inventory uses the categories of scholarship originally published in *Scholarship Reconsidered* by Boyer (1990). Within each scholarship category, each professional activity, process, or product is placed on the Scholarship Continuum.

Scholarly Activities anchor one end of the Scholarship Continuum. They are the day to day, semester to semester acts that are practiced by most professors which require the application of disciplinary knowledge. These are acts of academic citizenship and service to the Campus, the Church, the Community, the Guild, and the World. These activities are never sufficient evidence for meeting the threshold standards for a positive review.

Unpublished Scholarly Outcomes sit in the broad middle of the Scholarship Continuum. They are publicly observable. While they could be subject to rigorous review, stringent editing, and strong gatekeeper requirements, they have not or will not be put through those processes. They can be exchanged among faculty members.

Rigorous Peer Reviewed Scholarship is typically thought of as traditional faculty scholarship and anchors one side of the Scholarship Continuum. Each product has been externally validated by rigorous peer review, substantial editing by experts, and has passed a gatekeeper function where there is a high probability that an unsolicited submission would not be accepted for publication. The equivalents of these need not have prior peer review; however, evidence of post publication peer review is then necessary for inclusion in this category. Similarly, publication in a non-traditional format or venue lacking a strong gatekeeper function can be overcome by careful documenting of the rigorousness of the post publication peer reviews that have been published. A fine example would be an installation of sculpture where the reviews from recognized expert peers note that the work is excellent.

d. Threshold Productivity Levels for Tenure

PLNU's threshold productivity levels for granting tenure are:

A defined scholarly agenda that is achievable within PLNU's context, and at least one item from the following types of Rigorous Peer Reviewed Scholarship (not counted elsewhere):

Application	—Rigorous Peer Reviewed Scholarship
Discovery	—Rigorous Peer Reviewed Scholarship
Integration	—Rigorous Peer Reviewed Scholarship
Teaching	—Rigorous Peer Reviewed Scholarship

And at least two items from the following three types of Unpublished Scholarly Outcomes (not counted elsewhere):

- Application —Unpublished Scholarly Outcomes
- Discovery —Unpublished Scholarly Outcomes
- Integration —Unpublished Scholarly Outcomes

Typical (good) productivity levels for granting tenure are: two items from the following types of Rigorous Peer Reviewed Scholarship and three items from Unpublished Scholarly Outcomes.

Post-Tenure Review: The threshold for the post-tenure review will include an ongoing scholarly agenda and evidence of at least (a) one new item from Rigorous Peer Reviewed Scholarship or (b) two new items from Unpublished Scholarly Outcomes or (c) three units of additional teaching or equivalent departmental or University service per year. Option (c) requires the consent of the department and the provost.

The activities, processes, and products that illustrate given points along the Scholarship Continuum may differ among disciplines. Accordingly, each academic department or school has had opportunity to negotiate a revised version of this default inventory with the Rank and Tenure Committee. All such negotiated agreements follow the default inventory presented in this appendix.