

Innovation & Entrepreneurship Recognition in Promotion & Tenure

OSU Strategic Plan 4.0 (Action 15, Tactic 3) states “Revise Promotion and Tenure (P&T) guidelines to support innovation and entrepreneurial activities.” In support of this tactic, a campus-wide innovation & entrepreneurship (I&E) promotion & tenure (P&T) committee (co-chaired by Rich Carter & Tuba Ozkan-Haller) was charged by Susan Capalbo and Irem Tumer in September 2019 to:

- (a) Review the existing OSU P&T guidelines through the evolving lens of innovation and entrepreneurship (I&E) on the OSU campus and beyond in all aspects of a faculty member’s position (research, teaching, advising and service).
- (b) Compare with other institutions how faculty-led I&E has been fostered, evaluated and rewarded – including within the P&T guidelines as available.
- (c) Make formal recommendations to the Office of Faculty Affairs on next steps to support the evolving efforts of I&E on the OSU campus. These recommendations may likely include suggested changes to the P&T guidelines and incentive structures at the college and unit levels, and within the Research Office. All suggested recommendations would be fully vetted through Faculty Senate.
- (d) These recommendations will be discussed with the VPR and forwarded to the Provost.

Concurrent with the internal OSU effort, an NSF-funded national effort led by OSU (Rich Carter, PI https://www.nsf.gov/awardsearch/showAward?AWD_ID=1936073) is working to address this topic on a national level. This work led to the creation of Promotion & Tenure Innovation & Entrepreneurship (PTIE) coalition with membership from over 65 institutions around the country (<https://ptie.org>). A detailed set of PTIE recommendations were developed to inclusively recognize I&E within P&T while concurrently addressing bias in the review process (<https://ir.library.oregonstate.edu/concern/defaults/jw827k251>). This work has also been published in *Science* (<https://doi.org/10.1126/science.abj2098>), *Change* (<https://doi.org/10.1080/00091383.2021.1883973>) & *Journal of Open Innovation: Technology, Market, and Complexity* (<https://doi.org/10.3390/joitmc7030182>).

The internal (OSU) I&E P&T committee met numerous times (Sept 2019-Nov 2020) to review the existing P&T guidelines, sought additional input from faculty including through an internal, OSU-wide survey on the topic (administered by Jana Bouwma-Gearhart) and reviewed recommendations from the national Promotion & Tenure Innovation & Entrepreneurship (PTIE) effort led by OSU.

The committee voted unanimously on November 15, 2020, to put forth the PTIE approved recommendations as their output in response to the charge.

During the November 2021 Faculty Senate meeting, members of the I&E P&T committee will present an introduction to this work. The committee will also schedule additional open forums on the topic in the upcoming months and provide the opportunity for written comment by faculty as work through next steps for facilitating changes to the P&T guidelines and practices.