Meeting Open to the Public 10:00 am – 12:00 pm*

I. Welcome
II. Approval of Minutes, 12/10/21 meeting
III. Departmental Updates - Standards for Scholarship (Department Chairs)
    • Departmental progress
IV. Working Group Report (Gail Garfield & Working Group Members)
    • Languages Other Than English Scholarship
V. New Business and Announcements

Upcoming FPC Meetings

Spring 2022
Full FPC  Friday, May 13, 2022

Meeting ID: 813 7307 0623        Meeting Password: 235089
FACULTY PERSONNEL COMMITTEE
AGENDA
PENDING APPROVAL
Friday, December 10, 2021 ~ 10:00 am – 12:00 pm*
(Scheduled time, actual time may be adjusted),
via ZOOM

Meeting Open to the Public 10:00 am – 11:45 am*

I. Welcome
   The committee was reminded to share their thoughts verbally in discussion, rather than using the ZOOM chat forum.

II. Approval of Minutes, 09/17/21 meeting
   Motion: Seth B. Second: Schevaletta A. Status: Approved unanimously

III. Departmental Updates - Standards for Scholarship (Department Chairs)
   Chairs that shared their status and/or inputs:
   - Sociology decided current CUNY/JJ models are sufficient enough to continue use
   - Library will continue to use their own internal guidance (established in 2011)
   - Criminal Justice recommended adding journal specific guidance
   - Political Science recommended we consider the intended audience (reviewers, departmental colleagues, etc…)
   President Mason tasked:
   - Faculty Services to now add the changes adopted in May, regarding Proposals of Discipline, to the personnel guidelines and summary sheets.
   - Chairs with operationalizing the standards and reporting in subsequent meetings.

IV. Personnel Process Updates (Faculty Services)
   Kyeanna B. presented the following:
   - Fall 2021 Recommendations – all approved by President
   - Spring 2022 Prep:
     - Appeals: two (2) will be scheduled, both on promotions
     - 1st Reappointments and Leaves: to be conducted as planned, she asked that Chairs adhere to the March 1 deadline in order to complete votes by schedule
     - Adj. Promotions – FIDO will not yet be used in this process, as more time is required to figure out how to implement Adjuncts into the system

*All times are approximate
**Appeals meetings are as needed.
V. New Business and Announcements

Upcoming FPC/FPAC Meetings

Spring 2022
Full FPC *(as needed)*  
Faculty Personnel Appeals Committee  
Faculty Personnel Appeals Committee  
Faculty Personnel Appeals Committee  
Full FPC  
Full FPC  

Friday, February 18, 2022
Friday, February 18, 2022**
Friday, February 25, 2022**
Friday, March 11, 2022**
Friday, March 18, 2022**
Friday, April 1, 2022
Friday, May 13, 2022

Meeting ID: 817 0939 7134  
Meeting Password: 611984
Language Other than English Scholarship Working Group
Summer 2021-Spring 2022

Working Group Members: Gail Garfield, Elsa-Sofia Morote, Schevaletta Alford, Rosemary Barberet, Lucia Trimbur, Angela Crossman, Katarzyna Celinska, Maria Haberfeld

Back Ground: In our efforts to understand the processes other colleges and universities follow to make decisions on Language Other than English Scholarship for faculty who are being reviewed for personnel actions, we have sought information from twelve pre-selected academic institutions, both public and private: the University of Florida, Columbia University, American University, Stonybrook University, University of Toronto, University of Wisconsin-Madison, University of New Mexico, Texas State University, Middlebury College, University of Arizona, Kent State University, and Michigan State University (see attachment). As of this writing, we are awaiting responses from three Historically Black Colleges and Universities. Their responses to our inquiries included a range of official and unofficial policies and the majority of the responses are either department or division specific. Drawing upon the responses received, we are providing the following statement for consideration that could offer guidance to the Faculty Personnel and Department Personnel and Budget Committees when evaluating Language Other than English Scholarship for personnel action.

Statement: We work in an increasingly globalized academic environment that acknowledges the importance of multi-linguistic diversity and recognize our faculty’s potential and value to broadly disseminate their research and scholarship in non-English publications. Therefore, publications in a Language Other than English may be accepted as part of an applicant’s personnel file and considered as primary or supplementary scholarly evidence for personnel actions, when:

- Peer-reviewed articles, chapters, books, and other scholarly publications are accompanied by translations of the published works that appear in non-English publications, along with information on the composition of the editorial board, editor(s), and publisher, as applicable; and/or
- External reviewers who are in the academic discipline and can read and evaluate the scholarship in the original language, and can provide a written assessment of the significance of the research and value of the scholarship to the field of study in English; and/or
- The work reflects translation of a scholarly work from English to another language, or translation to English from a language other than English, where the academic value is in the skill of translation; and/or
- For reappointment decisions, an applicant provides a title page, written synopsis of the published scholarly work in English, describes the significance of the work to the field of study, and the work is accompanied by full references.
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<th>Institution</th>
<th>Relevant Policy or Language</th>
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<tr>
<td>1. University of Florida</td>
<td>Anthropology Dept. has language to this effect: • Recognizing the international scope of anthropology and the value of broadly disseminating our research, publication of books, articles, chapters, and other scholarly output in non-English venues is valued and accepted as part of a candidate’s research record and evaluation. Translations of works published in English and distributed by foreign publishers can also be included and considered as part of the research portfolio. Such translations are not viewed as ancillary, but rather, are recognized as indicating significant international and regional impact.</td>
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<td>2. Columbia University</td>
<td>Mentions this issue in the tenure and promotion guidelines: &quot;If important publications are in a language other than English, a brief synopsis in English of their contents must be included.&quot; <a href="https://provost.columbia.edu/sites/default/files/content/Faculty_Affairs/Tenure_Guidelines_2020-21.pdf">https://provost.columbia.edu/sites/default/files/content/Faculty_Affairs/Tenure_Guidelines_2020-21.pdf</a></td>
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<td>3. American University</td>
<td>Note: Guidelines at AU appear to be department-specific: The Dept. of World Languages and Cultures specifically mentions publications not in English. They don’t give specific information, but highlight means of evaluating publications (e.g., “By respected press, we refer to academic book publishers widely known for rigorous peer review processes and who publish field-relevant work by researchers in other research intensive, peer institutions. ... given the range of fields represented in World Languages and Cultures, the most appropriate academic presses will necessarily vary by language and disciplinary area. ...in linguistics, the department considers acceptable a substantial number of articles in important refereed journals in lieu of a book. Assessment of the strength of journals again requires a consideration of the particular area of linguistics in which the work is situated and will include factors such as generally accepted reputation of the journal, the composition of the editorial board, and the presence of work by scholars at peer research intensive institutions in the journal, as well as indicators such as impact factor when relevant. It is expected that the majority of the volume chapters and / or articles will appear in prestigious peer-reviewed venues, where prestigious again refers to an assessment of publishing outlet, the volume editor, and the cocontributors to the volume.” <a href="https://www.american.edu/provost/academicaffairs/upload/wlc-promotion-and-tenure-guidelines.pdf">https://www.american.edu/provost/academicaffairs/upload/wlc-promotion-and-tenure-guidelines.pdf</a></td>
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<td>5. University of Toronto</td>
<td>From Dr. Heather Boon, Professor and Vice-Provost, Faculty &amp; Academic Life, <a href="mailto:heather.boon@utoronto.ca">heather.boon@utoronto.ca</a> (please send her what we come up with) We have no formal policies related to this at U of T. Our informal processes include: • For external letters of assessment submitted in a foreign language: the chair should get them properly translated (by someone trained as a translator – to ensure absence of bias) • For materials submitted by candidates as part of their dossiers, in many units this is often fairly straightforward because the members of the committee likely read the languages. • In general, our current advice would be that the candidate should provide an English language version unless there is certainty that all those reviewing the file can read the foreign language material.</td>
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<td>6. University of Wisconsin-Madison</td>
<td>Arts &amp; Humanities Division – Tenure Documents. Candidate submits in dossier: “J. Representative Publication/Work One representative sample of the candidate’s publications, or in the arts, a representative work sample, should be included in the dossier.</td>
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<td>University</td>
<td>Dept/College</td>
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<td>University of New Mexico</td>
<td>Dept of Foreign Languages &amp; Literatures</td>
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<td>7.</td>
<td>Translations</td>
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<td>8. Texas State University</td>
<td>Our unofficial policy is to consult where necessary with internal and/or external experts for a quality assessment. From Lucy Harney, Professor and Chair, Department of World Languages &amp; Literatures; Associate Dean for International Academic Affairs, Liberal Arts; Texas State University; (512) 245-2360; <a href="mailto:harney@txstate.edu">harney@txstate.edu</a>; <a href="https://www.worldlang.txstate.edu/">https://www.worldlang.txstate.edu/</a></td>
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<td>9. Middlebury College</td>
<td>From Jeffrey Cason, Provost (<a href="mailto:cason@middlebury.edu">cason@middlebury.edu</a>): Dear Angela: It is indeed the case that we also frequently review and evaluate faculty scholarship in languages other than English. However, we do not have any particular handbook provisions that make any kind of special consideration of such scholarship. Rather, we rely on the evaluation of our colleagues who work in those areas to provide their judgment on the work of these colleagues, as well as external reviewers who are in the fields of our faculty colleagues and can read and evaluate the scholarship in the original languages. We don’t have any special provisions here that we apply.</td>
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<td>10. University of Arizona</td>
<td>Inclusive scholarship: <a href="https://facultyaffairs.arizona.edu/universitys-inclusive-view-scholarship">https://facultyaffairs.arizona.edu/universitys-inclusive-view-scholarship</a> College of Humanities promotion &amp; tenure - scholarship: <a href="https://arizona.app.box.com/v/coh-pt-criteria">https://arizona.app.box.com/v/coh-pt-criteria</a> The determination of &quot;reputable&quot; publishers and other &quot;respected&quot; venues is best made within each academic specialization; documentation of publishers' status in marginal cases is the responsibility of candidates and departmental/program administrators and review committees, augmented by input from external reviews. Publications in languages other than English are of equal value to English, provided that language is accessible for and subject to departmental/program and external review. Individual departments and programs will be the final arbiters of what may and may not be included as primary or supplementary evidence. <strong>On CVs:</strong> For publication titles in languages other than English, provide translations [in brackets].</td>
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<td>11. Kent State University</td>
<td>Philosophy Dept: <a href="https://www.kent.edu/philosophy-faculty-handbook/reappointment-tenure-and-promotion">https://www.kent.edu/philosophy-faculty-handbook/reappointment-tenure-and-promotion</a> Scholarship In evaluating scholarship activities, the Department takes into account factors such as the breadth and depth of the candidate’s knowledge and scholarship in the field; evidence of high-quality research activity; the significance of the candidate’s research to extending knowledge in the field; and the clarity of the candidate’s research project.</td>
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The Department recognizes that activities will vary considerably among individuals and that the quality and merit of these activities should thus be assessed within each candidate's unique scholarly context, including area(s) of specialization, methodologies employed, and the extent to which the candidate’s work interfaces with other disciplines and with fields outside academe. In particular, the Department recognizes that some faculty publish in a variety of modes, including single and multiple author books, edited books, book chapters, journal articles, and reviews; others focus upon a single mode, such as journal articles. A publication in a language other than English will be regarded as comparable to a similar English language publication. Furthermore, the ability to publish works in a language which is not native to the speaker provides additional evidence of the candidate's scholarship.

1. **Scholarly Translations**
   Scholarly translations are crucial to making important research available to a wider audience, both within and outside the academic world. They require a deep understanding of the work in its disciplinary and cultural context. Book translations published by quality academic presses typically undergo the same blind review process as the original manuscript. Because of their importance, translations of previously published philosophical essays and book chapters should be accorded roughly equal weight as a publication in a journal of that quality would be given. A book translation, while generally not equivalent to a single-authored book, should still be regarded as a major accomplishment.

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<th>12. Michigan State University</th>
<th><a href="https://hr.msu.edu/ua/performance/faculty-academic-staff/tenure-system.html">https://hr.msu.edu/ua/performance/faculty-academic-staff/tenure-system.html</a></th>
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<td>1.</td>
<td>External referees must be professionally capable to evaluate the candidate's scholarly work objectively and to comment on its significance in the discipline. Letters must predominantly represent persons other than collaborators and in no case may those who served as primary dissertation chair or major advisor for post doctoral research be chosen as external referees.</td>
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