

Evaluating Scholarship in the Promotion and Tenure Process

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What is Scholarship?

- Faculty are expected to engage in scholarship in their extension activities
- Scholarship is creative, systematic, rational inquiry into a topic and honest, forthright application
- Scholarship results in a product that is shared with others and subject to the criticism of individuals qualified to judge

Excerpts from the ISU Faculty Handbook

What is Scholarship?

- Creative works, i.e. Bulletins, computer programs, publications, manuals, videos, website development, etc
- Programs with documented impacts
- Leadership on one or more programs
- Invitations to share solutions at public/private forums
- Problem solving research
- Transferring technology to industry
- In-depth workshops

What is not Scholarship?

- Attending meetings
- Annual updates of manuals
- Speaking at meetings with no outcomes
- Service work for commodity organizations

Programs vs. Meetings

- Defining programs
 - Multiple set of coordinated events
 - Meetings, demonstrations, fact sheets, workshops, etc. with an expected outcome or impact
 - Question: What is scholarship (impact) of single meetings?

Portfolio of Extension Scholarship

- Workshop or conference materials
- Educational materials and teaching guides
- New curriculum development
- Computer programs
- Informational databases
- Newsletters, fact sheets, bulletins, CD's, etc
- Applied research projects
- State and national task forces
- Evaluations of programs

Evaluating Extension Scholarship

- Need to consider
 - Adoption of technology/concepts
 - Behavioral change
 - Duration of use or influence
 - Economic impact of scholarship



Peer Review is Essential

- Quality
- Quantity

Scholarship in Animal Science Extension

- Scholarship is providing tools and information to address problems that allows change in behavior and / or practices to occur when solutions and outputs (spreadsheets, publications, educational tools, etc.) are implemented.
- Scholarship is demonstrated by providing evidence of having the creativity, ingenuity and expertise to solve problems.

Indicators of Scholarship

- Development of tools/information and use of tools/information by the public
 - Software, video development
 - Distance education programs
 - Decision tools
 - Electronic educational materials
 - End user oriented materials incl.conference proceedings, fact sheets, etc

Indicators of Scholarship

- Peer reviewed publications that address problems and pose solutions
 - Includes journal articles, conference proceedings and fact sheets that have been peer reviewed
- Non-reviewed publications that address problems and pose solutions and have been reviewed and approved by peers
- Publications that address the pedagogy of extension

Indicators of Scholarship

- Invitations to share solutions locally, nationally and internationally at public and private forums
- Development of workshop, meeting and conference content targeted at stakeholders or scientists; specifically the intellectual aspect of the organizational effort
- Documented impact
 - Surveys or other measures
 - Extent of adoption