



HELIOS Joint Statement on Reforming Hiring, Reappointment, Tenure, and Promotion



Colleges and universities aspire to advance discovery; promote responsible and ethical practices; foster collaboration within and across disciplines; train and nurture future generations of scholars and researchers; promote robust engagement in the research enterprise; nurture trust between science and society; inform the creation of sound public policy; and expand diversity, equity, inclusivity, and accessibility in the research and scholarly endeavors. Acknowledging that there are differences across institutions, disciplines, and communities, we affirm our support for the open sharing of research and scholarship as a key enabler of these core aspirations.

To this end, our institutions commit to engaging in a dialogue on developing and advancing hiring, reappointment, promotion, and tenure reform strategies that reflect the importance of open research and scholarship in shaping a positive research culture and achieving institutional missions. Although specific implementation paths will vary across participants, our activities will include exploration of at least the following components:

- Engaging with key campus partners-- including faculty, department chairs, students, faculty senates, deans, administration, and the library -- to ensure their perspectives inform these efforts.
- Ensuring that relevant campus decision-making bodies (e.g., faculty senates, department chair councils) are central in the discussion, and, where appropriate, provide their endorsements.
- Developing frameworks and guidance that individual campus units (e.g., schools, departments) can adapt and adopt in accordance with institutional and disciplinary considerations and norms.
- Providing the resources and training necessary to support the successful rollout and oversight of campus and departmental strategies.
- Meeting regularly with similarly engaged colleges and universities to discuss challenges, opportunities, and best practices in the development, deployment, and evaluation of hiring, reappointment, promotion, and tenure reform strategies.
- Publicly sharing an annual progress update on the development, deployment, and evaluation of hiring, reappointment, promotion, and tenure reform strategies.

The Higher Education Leadership Initiative for Open Scholarship (HELIOS) will provide supporting resources and a peer network of support for this work.

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This statement is a work product of the HELIOS Institutional and Departmental Policy Working Group. It is not endorsed by all HELIOS institutions. Rather, it is a work product discussed among the working group and circulated to members' leadership as part of ongoing awareness raising about the need for reforming RPT and hiring to align with institutional values. The statement was developed to reflect a commitment to starting conversations, and conversations are ongoing.

