**A Roadmap to the Future of Promotion and Tenure Project Abstract**

This project will identify changes--and a roadmap to implement those changes--that could be made to Promotion & Tenure (P&T) guidelines to enhance recognition of scholarly works that promote and support openness, equity, diversity, and inclusion. The focus will be on academic institutions in Maryland and will serve as a model that could support a larger scale investigation.

The methodology is a survey of faculty at Maryland higher education institutions, and the Delphi method with a panel of diverse Maryland experts on the P&T process. Experts will be recruited from partner institutions as well as survey respondents. The outcomes of this project will include a summary of survey results, and a summary of the Delphi method discussion and conclusions, and a document describing 1) What the process for evaluating scholarly output should look like in the future 2) Forces for change and methods of overcoming barriers to change 3) A roadmap for the change process 4) Limitations of the research and next steps.