

Promotion and Tenure Process An Overview

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Tenure-Eligible Faculty opinions on Promotion and Tenure Policy (Fall 2005)

- Clarity of the criteria for tenure, 32nd percentile compared to other universities
- Clarity of tenure standards, 30th percentile compared to other universities
- Receiving mixed messages from senior colleagues about requirements for tenure, 49th percentile compared to other universities

Tenure-Eligible Faculty opinions on Promotion and Tenure Policy (Fall 2005)

- How does your institution rate as a place for junior faculty to do their work--78th percentile

Key principles of our Promotion and Tenure policy

- Comprehensive definition of “scholarship”
- Flexible definition of faculty roles and responsibilities
- Encouragement of interdisciplinary and collaborative work
- Transparent evaluation and feedback
- Faculty member responsibility in documentation

What is “scholarship”?

- Section 5.2.2.2
- Occurs in three different areas of faculty work (teaching, extension/professional practice, research/creative activities)
- Impact and quality

Position Responsibility Statement

- Section 5.1.1.5
- An individualized statement of your roles and responsibilities
- An agreement of faculty member and department chair
- Where are you expected to expend your time and energy?
- Where are you expected to excel?

Criteria for judging performance, promotion to associate professor

- Excellence in scholarship that establishes the individual as a significant contributor to the field or profession, with potential for national distinction
- Effectiveness in areas of position responsibility
- Satisfactory institutional service
- Contributions of appropriate magnitude and quality and likelihood of sustained contributions to field, profession, university

Conducting a faculty life in this “flexible” realm

- Pursue important projects and ideas.
- Be conscious of building a coherent career.
- Keep looking ahead.
- Consult with your chair, your mentor, your colleagues (it's your responsibility)

Who will be evaluating?

- Your department and disciplinary peers
- Your college colleagues and Dean
- Your Provost and President

Success

- Be proactive
- Communicate often
- Take advantage of a system designed for your success