



Success in the Professoriate: De-mystifying the Promotion and Tenure Process

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January 15, 2010



Keys to professional success and well-being of new faculty:

1. Getting oriented to the institution
2. Excelling at what you are expected to do (teaching, research, engagement)
3. Navigating the tenure and promotion process
4. Developing professional networks
5. Creating a work-life balance

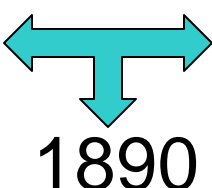

Types of Faculty at Purdue

	<u>09/10</u>
Tenured/Tenure Track	1918
Clinical/Professional	108
Research	30
Visiting (temporary)	74
Adjunct	330

2008-2009

Tenured/Tenure Track Faculty

	<u>Men</u>	<u>Women</u>
Full	649	117
Associate	365	164
Assistant	283	180
Instructor	0	1
Dean	43	17
Department Head	<u>63</u>	<u>8</u>
	1403	487
	1890	



Faculty Promotions, All Ranks*

	<u>1988/89</u>	<u>1998/99</u>	<u>2008/09</u>
Men	65	67	67
Women	10	16	24
Minorities	2	4	7

*excluding clinical

Faculty Promotions by Rank and Gender

	<u>1988/89</u>	<u>1998/99</u>	<u>2008/09</u>
	Men/Women	Men/Women	Men/Women
To Full	23/7	40/8	28/7
To Assoc.	50/13	27/8	39/17

2007-2008 Promotion Rates

<u>Rank</u>	<u>#Candidates</u>	<u>#Promoted</u>	<u>%</u>
To Full	55	46	84
To Assoc.	49	43	88
Contract Renewal	196	181	92



Review of Promotion & Tenure UPC Process/Outcomes 2007/2008

Regarding Principles of Equal Access/Equal Opportunity

100% of Black and Hispanic faculty were promoted.

The % of male and female candidates successfully promoted was 88% for both groups.

Tenure

“...to be considered for promotion, a faculty member should have demonstrated excellence and scholarly productivity in at least one of these areas. Ordinarily, strength should be manifest in more than one of these areas.”

- Discovery (research)
- Learning (teaching)
- Engagement (service)

2008-09 Basis for Promotions

<i>One basis</i>	<i>Discovery</i>	<i>Engagement</i>	<i>Learning</i>
Full Professor	29	1	2
Associate Professor	41	1	7

<i>Two or more bases</i>	<i>Discovery and Engagement</i>	<i>Discovery and Learning</i>	<i>Learning and Engagement</i>
Full Professor	4	9	0
Associate Professor	4	6	6



Your role:

- 1) Careful attention to the Promotion and Tenure policy, procedures, and timeline.
- 2) Communicate your perceived progress; seek feedback; ask for help.

Functions of a Faculty Member at Purdue

- ***“The tasks of University faculty members are to acquire, discover, appraise, and disseminate knowledge.” – Purdue Promotions Policy***

http://www.purdue.edu/provost/shtml/documents/Promotion_Policy_09-10.pdf

- ***Discovery....Research***
- ***Learning....Teaching***
- ***Engagement...Service***

Faculty Career Progress

- Assistant Professor...contract review in the 3rd year
- ***Mentoring and feedback are critical starting day one***
- Nomination to ***Associate Professor*** with tenure no later than **the beginning of the 6th academic year**
- No time limit for nomination to ***Full Professor***...typically within 5-6 years from promotion to Associate Professor
- Named/Distinguished Professor
- Administrative or other paths



Some Suggestions

- Understand process and requirements for success very early on
- Seek advice and mentoring from technical mentors as well as others
- You have 5 years (without any tenure clock extensions) to showcase your excellence
- Quality and impact (not necessarily quantity) are key
- Ask (demand) for feedback (preferably in writing) at least once a year from head

Resources/Policies to Help with Climate and Success

- Ask about any mentoring practices and policies (e.g., formal mentoring in CoE)
- Tenure clock extension
- Purdue Teaching Academy
- Child care (including infant care) is available
- NSF-ADVANCE Mentoring Institute and other programs
- Ask about any other helpful practices and policies in your college (e.g., Flexible Workload Policy in CoE)
- Ask about activities that may help you get involved (e.g., Women's Faculty Committees, Diversity Action Committees)
- Diversity Education: ADVANCE is collaborating with Vice-Provost for Diversity and Inclusion to develop new educational programs



Questions?