Promotion and Tenure
FAST meeting

Peter Hollenbeck
Vice Provost for Faculty Affairs

18 October 2016
TYPES OF FACULTY AT PURDUE

Tenured/Tenure Track 1931
Clinical/Professional 170
Research 34
Visiting (temporary) 101
Adjunct 337
PURDUE TENURE-TRACK FACULTY BY RANK 2015

- Assistant Professors: 21%
- Associate Professors: 29%
- Full Professors: 50%
Strong predictor of pre-tenure faculty satisfaction and success: *understanding the P & T process.*

P & T *Policy, Procedures, and Criteria* have been refined and clarified, are posted on the web site.

Process also summarized and reinforced for all units in annual letter, the “*Provost’s Memo*”

[http://www.purdue.edu/provost/faculty/promotionandtenure.html](http://www.purdue.edu/provost/faculty/promotionandtenure.html)
Three related but separate documents:

- **POLICY**: defines what do we do, why, and who is responsible
- **PROCEDURES**: exactly how is the process carried out?
- **CRITERIA**: what are the yardsticks by which faculty achievement is measured in each discipline?

(Plus, the annual Provost’s Memo)
PROMOTION AND TENURE

- Three related but separate documents:
  - POLICY: defines what do we do, why, and who is responsible
  - PROCEDURES: exactly how is the process carried out?
  - CRITERIA: what are the yardsticks by which faculty achievement is measured in each discipline?
- (Plus, the annual Provost’s Memo)
“…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** (dept., PU, profession, community, state, world)
MENTORING

- Has been added to the P&T Criteria
- Faculty-to-Student
- Shades into other areas
- Range of skills

- Different: Faculty-to-Faculty
TIME TO TENURE

- Assistant Professors usually have probationary period of up to 6 years to earn P & T.
- 6th year is the “penultimate year:”
  - last year in which one is eligible for tenure
- Entering Associate Professors have 3 years to work toward tenure:
  - 3rd year is penultimate year
- This should be specified in your offer letter
TENURE CLOCK EXTENSIONS

• When conditions and personal circumstances substantially interfere with progress toward achieving tenure

• One-year *automatic approval* for birth or adoption of child
  ✓ Request for Tenure-Clock Extension form
  ✓ Submit within 1 year of occurrence, prior to penultimate year
  ✓ Applies to either or both parents.

• Extensions can also be approved for:
  ✓ Severe illness, disability, care-giving of family member
  ✓ Delays in availability of lab space
Primary promotions committee (dept./school)
- Summer prior to penultimate year – assembles your promotion document and solicits outside letters
- Fall of penultimate year – votes on your case

Area promotions committee (college)
- Votes on your case in winter of penultimate year

Campus promotions committee (“Panel A”)
- Votes on your case in early spring of penultimate year
Clinical Faculty have a distinct path to promotion (but not tenure). They are considered by a different campus promotions panel (“Panel B”) rather than Panel A. Panel B incorporates more clinical faculty.

Procedures for Appointing and Promoting Clinical Faculty:

http://www.purdue.edu/policies/human-resources/vif10.html
• Research Faculty have a distinct path to promotion (but not tenure). They are considered by a different campus promotions panel (“Panel C”) rather than Panel A.

• Procedures for Appointing and Promoting Research Faculty:

http://www.purdue.edu/policies/human-resources/vif8.html
2015-16:

- 88 faculty were reviewed for promotion by the University Promotions Committee - 87 were approved for promotion
- 52/52 were successfully promoted to full Professor
- 35/36 were successfully promoted to Associate Professor
- 7 nominations did not go to UPC
  - Failed: 2 at area and 5 at primary committee
- 8 Clinical Faculty were promoted (7 to Associate, 1 to full)
- 1 Research Faculty was promoted (Associate)
## 2015-16 PROMOTION AND TENURE
### BY MAJOR AREA OF FOCUS (#OF PEOPLE)

<table>
<thead>
<tr>
<th></th>
<th>One basis</th>
<th>Two or more bases</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Discovery</td>
<td>Engagement</td>
</tr>
<tr>
<td>Full Professor</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>39</td>
<td>2</td>
</tr>
</tbody>
</table>

**Table Notes:**
- **One basis**
  - Discovery and Engagement
  - Discovery and Learning
  - Learning and Engagement
  - All Three
- **Two or more bases**
  - Discovery and Engagement
  - Discovery and Learning
  - Learning and Engagement
  - All Three
KEYS TO FACULTY SUCCESS AND WELL-BEING

- **Start Early, Plan and Gather Information**
  - Get oriented to the institution, learning what is expected
  - Understand the promotion and tenure process
  - Begin and plan with the goal in mind

- **Start with research and teaching, don’t lose focus!**
  - Seek excellence (as defined by your discipline)
  - Engagement and service increase over one’s career

- **Create work-life balance**
  - Find a sustainable rhythm
  - Be aware of supports and seek help and advice
  - Ask for what you need: clock extension, parental leave
You are not alone!
Seek support actively and widely.

- Ask for a mentor and solicit feedback from senior faculty
- Ask for regular, written evaluation – and value it
- Develop professional networks/mentors outside your department and Purdue
- Get concrete advice about the criteria for quality and impact of research and teaching in your department
- Look into the format for your promotion and/or tenure document – get past examples of success
Thank You!

Peter Hollenbeck
Vice Provost for Faculty Affairs

18 October 2016