Faculty Forum to discuss Promotion and Tenure Task Force Recommendations
February 25, 2013
Collegiality

- Candidate demonstrates interest in the success of others
- Basic respect of others
- Contributes to the positive
- Volunteer to help colleagues
- Face to face communication with colleagues
- Not in P&T guidelines, but in formalized umbrella view
- Concerns individual differences of incorrect behavior can be used against people
- Should be in all faculty reviews, not in P&T
- Respect for diversity of ideas
- Participate without being abrasive
- Being cautious about how we treat others
- Provide examples of expectations at the university or department level
Think of impact from assistant to associate and from associate to full.

Assistant to associate – potential for productivity and impact, national recognition, short time to capture impact, evidence that scholarly work is being used, how it’s cited, how it’s used

Impact factors – journals, how to measure global engagements, extension work in high schools, numbers impacted

How you change how people think, how people see things, how work is impacted

Not necessarily funding

 Preserve current emphasis on national and international meetings, journals

Better measures of engagement, teaching and impact

Need flexibility to allow departments to be flexible

How do measure something that can’t be measured? Quantity just changes behaviors.
Post tenure review

- Review for associate professors, how they are progressing toward full?
- Procedures for termination
- Not clear the target is the same for all post tenure reviews
- Give departments heads the tools to enable faculty involvement
- What defines good performance?
- Peer review required? What is the associated cost of these reviews?
- Associate professors look for feedback, not sure one person can give the range of possibilities
- What can it lead to? Money, more teaching, termination of employment? Define the eventual outcomes.
- Different criteria for associates and full
- Associate to full – areas of concern, nominations, criteria, timelines for promotions (6 years?), what kinds of measures, what should be included in the document?, every two years?, advantages and disadvantages for timed review
- Should be a peer review process, it should be formative and not punitive
- Every five years for full professors?
- How would it differ from annual reviews? By peers, not department head
- Example from CoE (pilot program) – not using “post tenure review”, rather “celebration of faculty careers”. Meeting with deans, every seven years for full professors
- Peer review bring attention to areas of deficiencies, look at every five years for benefit of university, students and research. Can be a positive thing, a celebration of faculty work.
- Step system in UCSF. Each step includes a pay increase, incentivizes and rewards individuals who remain productive.
- Many senior professors do not see any recognition.
- Distinguished professorships are tied to money. Departments with less funds may not have this.
Interdisciplinary/joint appts

- Challenges of joint appointment
- Culture of the discipline
- How individual departments evaluate jointly appointed
- Specific needs of areas vary
- Need framework for guidance in doing interdisciplinary work that is flexible
- Conversation should happen before being hired
- Joint appointments are often not 50/50, but 100/100
- Not necessary, but part of the culture
- Determined early in the career
- Paranoia in evaluation
- Onus on the department to include in the reviews so not new in the P&T process
- Evaluation suggestions – difficult to evaluate. Current approach is insufficient. Needs to be more to evaluate the contributions from outside the department
- Non-voting member, interdisciplinary primary committee
- Understand the impact of someone outside discipline. Let candidate describe impact.
- Statement of value of interdisciplinary, makes Purdue more competitive
- Recommendations – flexibility with accountability at the Provost level. Candidate map out plan, talk with faculty and nominator/mentor should work with the candidate through the faculty member’s career
- Interdisciplinary should also concern teaching and engagement
- Do interdisciplinary professors need a home department?
- Those outside the department should vote and have a role
- Interdisciplinary student experience should be rewarded