

Promotion and Tenure

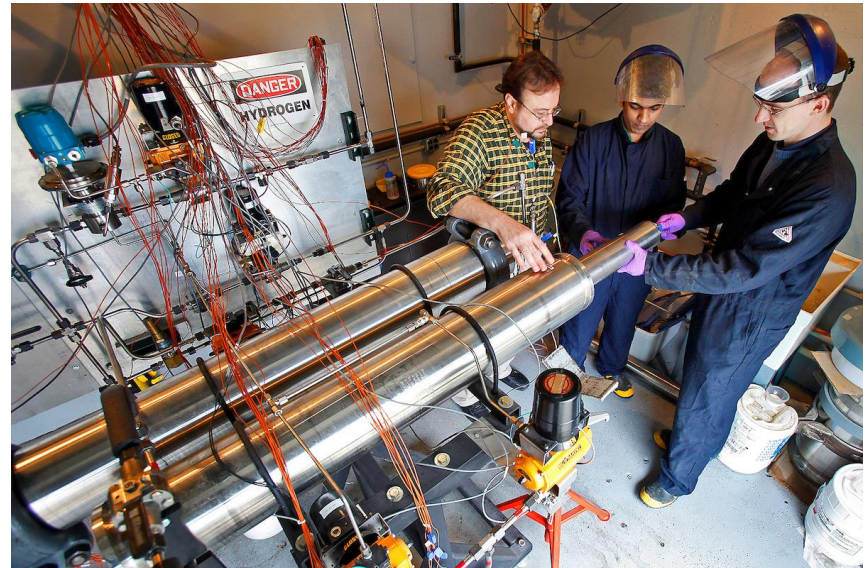
FAST meeting

Peter Hollenbeck
Vice Provost for Faculty Affairs

18 October 2016

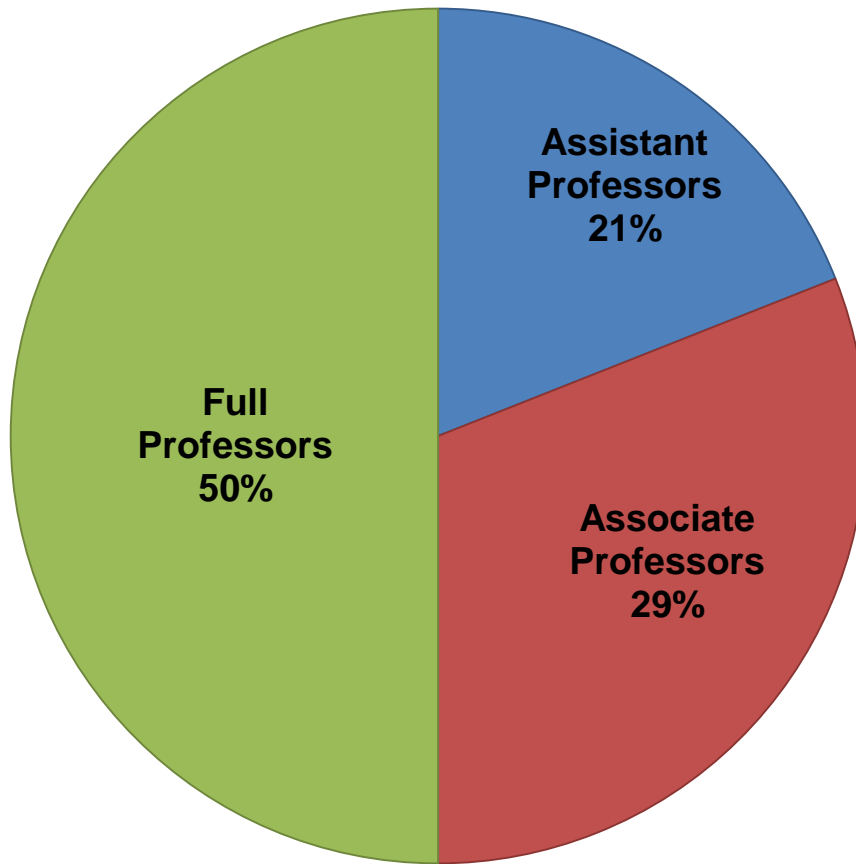
TYPES OF FACULTY AT PURDUE

Tenured/Tenure Track	1931
Clinical/Professional	170
Research	34
Visiting (temporary)	101
Adjunct	337



PURDUE TENURE-TRACK FACULTY BY RANK

2015



PROMOTION AND TENURE

- 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>

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)

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TENURE AT PURDUE

“...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

TENURE PROCESS AT PURDUE

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

- 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

- 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>

PROMOTION AND TENURE AT PURDUE

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)

One basis			
	Discovery	Engagement	Learning
Full Professor	28	1	1
Associate Professor	39	2	7

Two or more bases				
	Discovery and Engagement	Discovery and Learning	Learning and Engagement	All Three
Full Professor	1	1	1	0
Associate Professor	2	3	4	0

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

ASKING FOR WHAT YOU NEED TO SUCCEED

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!

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