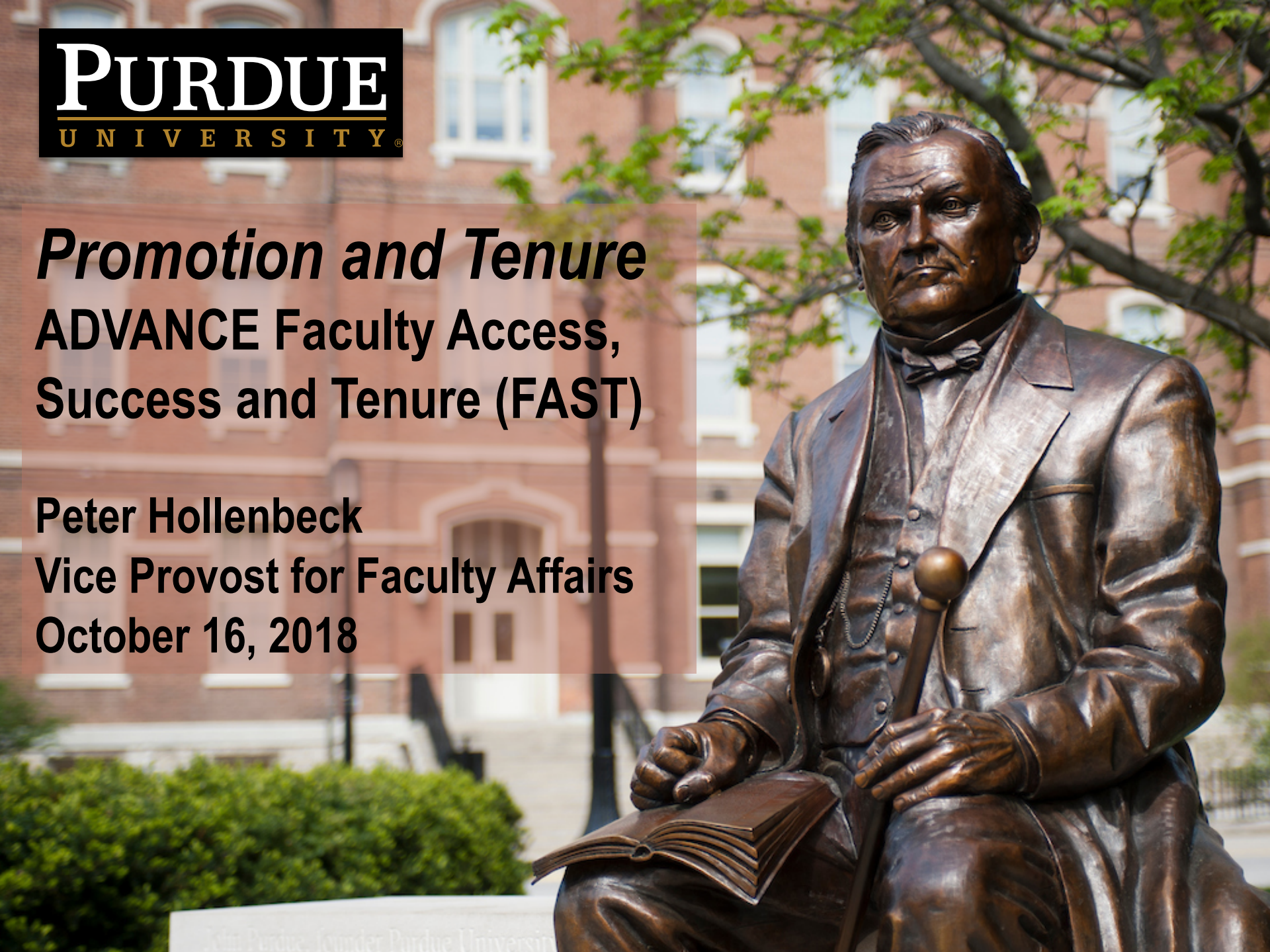


PURDUE UNIVERSITY

Promotion and Tenure

ADVANCE Faculty Access, Success and Tenure (FAST)

Peter Hollenbeck
Vice Provost for Faculty Affairs
October 16, 2018

PROMOTION AND TENURE

Types of Faculty at Purdue

Tenured/Tenure Track	1901
Clinical/Professional	209
Research	36
Visiting (temporary)	96
Adjunct	367

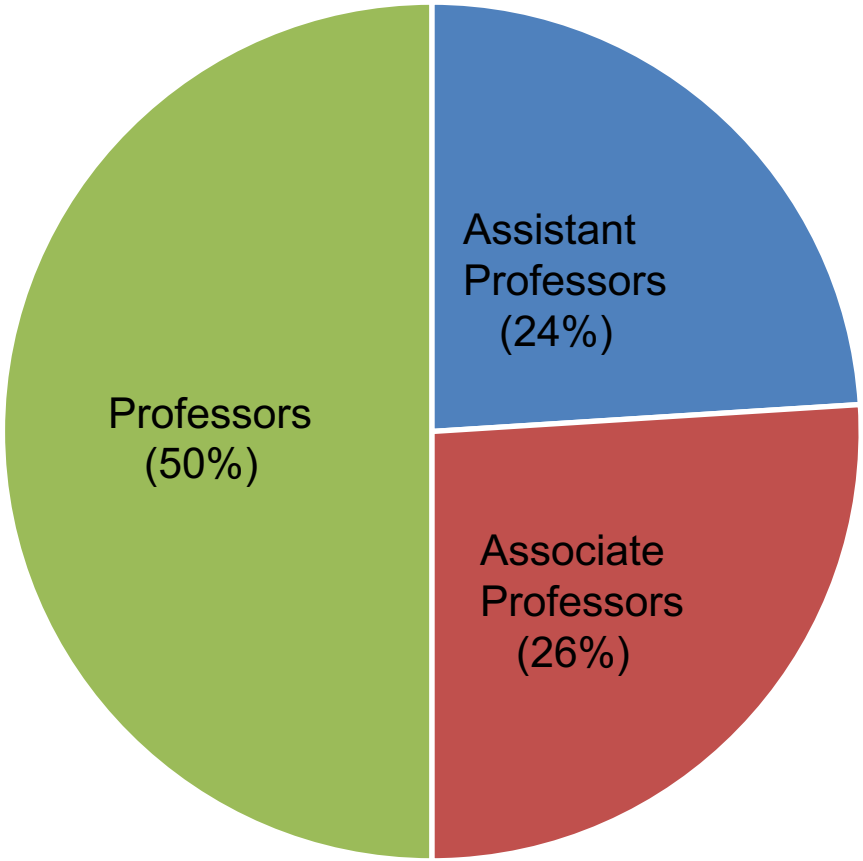






PURDUE TENURE-TRACK FACULTY BY RANK

2017













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

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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)

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PROMOTION AND TENURE

- Your college and school/dept should have written promotion criteria
- These will differ among units, and perhaps even among sub-disciplines within a dept
- In all cases, these criteria, by university guidelines, must value **impact** foremost

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MENTORING

- Faculty-to-Student
- *"Commitment to active and responsive mentorship, as well as an active role in mentoring, advising and supporting the academic success of students and postdoctoral scientists, will also be documented as part of the process that defines tenure and promotion."*
- Range of skills and opportunities
  - Classes and labs, honors tutorials, TAs
  - Inclusion in your research group
  - Student organizations and activities



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TIME TO TENURE

- Assistant Professors usually have a 7 year probationary period during which to earn P & T.
- 6th year is the “penultimate year:”
  - last year in which one is eligible for tenure
- Entering Associate Professors have a 4 year probationary period
  - 3rd year is penultimate year
- This should be specified in your offer letter

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TIME TO TENURE

On the way to the penultimate year: contract renewals

For Asst Profs, the arrangement varies by college, examples:

4y/2y/1y (Engineering/Krannert/Pharmacy),
3y/1y/1y/1y/1y (Science/Agriculture),
4y/3y (CLA), 3y/3y (Education)

Should be specified in your contract/offer letter

You and your unit head should take these seriously

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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

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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

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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

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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

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2017-18 PROMOTION AND TENURE

- 90 tenure-track faculty were reviewed for promotion by the Campus Promotions Committee and 88 were approved for promotion
- 42/43 were successfully promoted to full Professor
- 46/47 were successfully promoted to Associate Professor
- 8 nominations did not go to CPC:

  Failed 5 at area and 3 at primary committee
- 11 Clinical Faculty were promoted (7 to Associate, 4 to full)
- No Research Faculty cases were considered

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2017-18 PROMOTION AND TENURE

By major area of focus, all promotions (# of people)

	Discovery	Engagement	Learning
Full Professor	30	0	1
Associate Professor	38	1	8

	Discovery and Engagement	Discovery and Learning	Learning and Engagement	All three
Full Professor	3	4	5	3
Associate Professor	0	4	1	1

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KEYS TO FACULTY SUCCESS AND WELL-BEING

- Start Early, Plan and Gather Information
- Start with research and teaching, don’t lose focus!
- Create work-life balance
- You are not alone! Seek support actively and widely.

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Thank You!

Peter Hollenbeck
Vice Provost for Faculty Affairs

16 October 2018

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