



***Promotion and Tenure:
ADVANCE Faculty Access,
Success, and Tenure (FAST)***

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PROMOTION AND TENURE

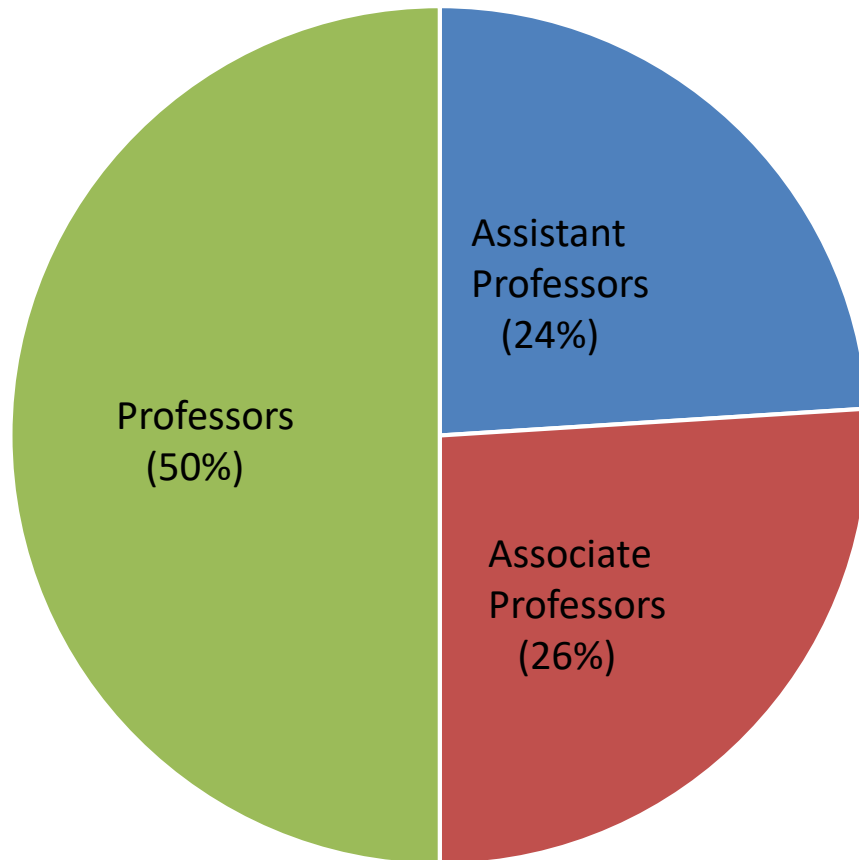
Types of Faculty at Purdue

Tenured/Tenure Track	1,919
Clinical/Professional	236
Research	31
Visiting (temporary)	93
Adjunct	313



PURDUE TENURE-TRACK FACULTY BY RANK

2019



PROMOTION AND TENURE

- Strong predictor of 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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PROMOTION AND TENURE

- Your college and school/department 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

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** (department, Purdue, profession, community, state, world)

PROMOTION – C/P FACULTY

“Clinical/Professional Faculty focus principally on excellence in instruction and engagement. In addition to their instructional responsibilities on campus, C/P Faculty also may be professionals in a practice site and provide clinical supervision of students; collaborate and develop professional relationships with industry and governmental agencies; and/or supervise internships, co-ops, service learning and other student activities outside the classroom.

Different units deploy the talents of C/P faculty in different ways, and their promotion criteria should reflect those specifics

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



TIME TO TENURE

- Assistant Professors usually have probationary period of 7 years to earn P & T.
- 6th year is the “penultimate year:”
 - last year in which one is eligible for tenure
- Entering Associate Professors usually have a 4 year probationary period:
 - 3rd year is penultimate year

TIME TO TENURE

- On the way to the penultimate year: contract renewals
- For Assistant 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

TENURE CLOCK EXTENSIONS

- When conditions and personal circumstances substantially interfere with progress toward promotion
- 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 also approved for:
 - ✓ Severe illness, disability, care-giving of family member
 - ✓ Delays in availability of lab space
 - ✓ COVID-19 headwinds!

PROMOTION 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/PROFESSIONAL FACULTY

- Clinical/Professional 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>
- Faculty development

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>

2019-2020 PROMOTION AND TENURE

2019-2020:

- 131 tenure-track faculty were reviewed for promotion by all units, and 120 were ultimately approved for promotion
- 53/54 were successfully promoted to full Professor
- 67/68 were successfully promoted to Associate Professor
- 9 nominations did not get to the Campus Promotions Committee:
 - Failed: 1 at area and 8 at primary committee
- 14 Clinical Faculty were promoted (9 to Associate, 5 to full)
- 1 Research Faculty was promoted

2019-2020 PROMOTION AND TENURE

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

	Discovery	Engagement	Learning
Full Professor	47	3	0
Associate Professor	61	0	4

	Discovery and Engagement	Discovery and Learning	Learning and Engagement	All three
Full Professor	1	2	0	0
Associate Professor	1	0	1	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

Thank You!



<u>School / College</u>	<u>Initial</u>	<u>Renewals</u>					<u>Comments</u>
		<u>First</u>	<u>Second</u>	<u>Third</u>	<u>Fourth</u>	<u>Fifth</u>	
Agriculture	3	1	1	1	1		standard across College
Education	3	3	1				standard across school
Engineering	4	2	1				standard across College
Liberal Arts	4	3					provost approved initial 4 yr contract new this FY
Management	4	2	1				standard across school
Pharmacy	4	2	1				
Science	3	1	1	1	1	1	Majority as shown with some variation across College. 1 unit 3/2/2 and 1 unit 3/3/1
Technology	2	1	1	1	1	1	
Veterinary Medicine	3	v	v	v			renewals - either 1 or 2 year depending on individual performance
Health & Human Sciences	3	1	1	2			varies by unit
	2	2	2	1			
	2	2	3				

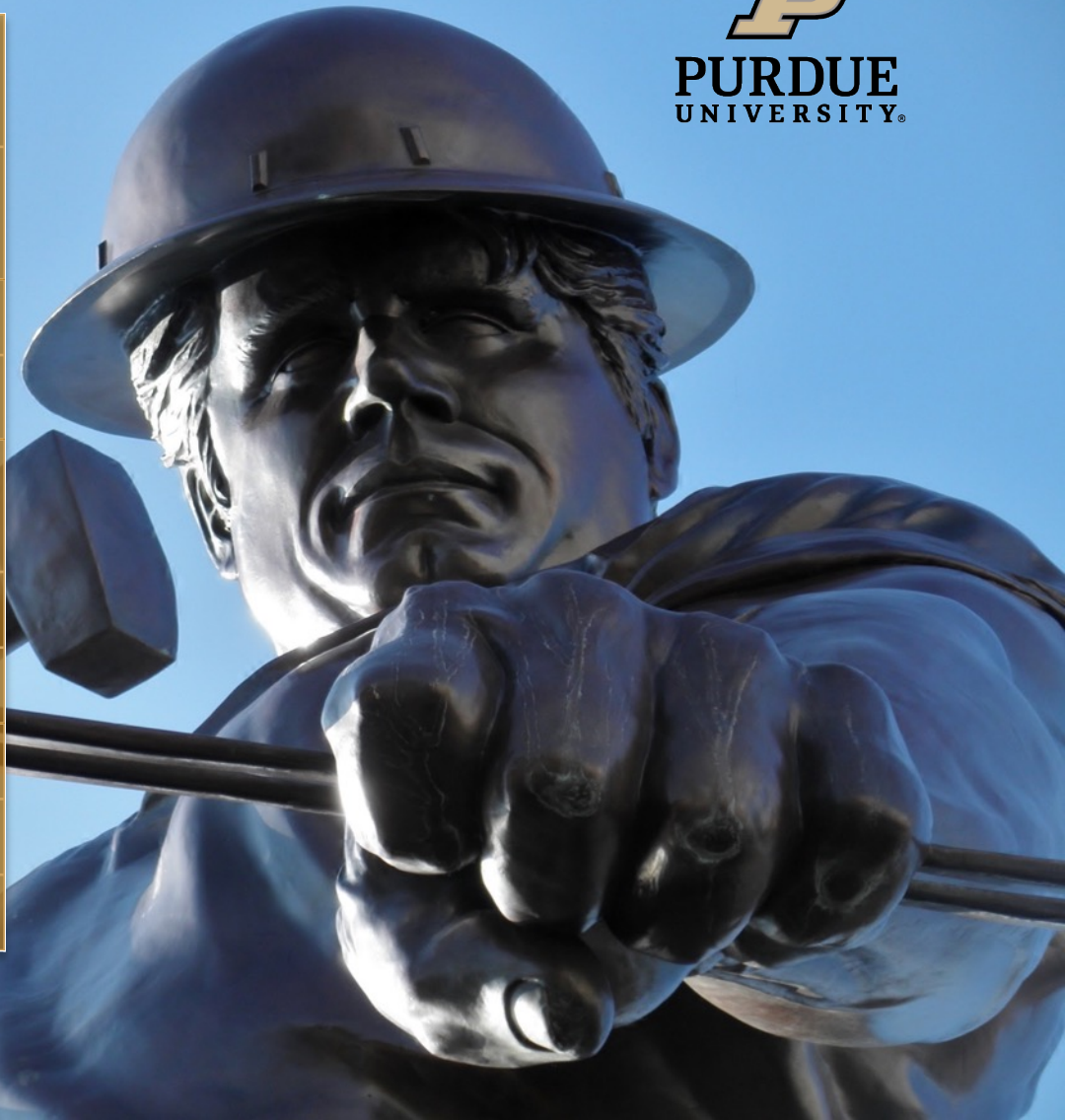
WL PURDUE FACULTY AND STAFF

2019-20 ACADEMIC YEAR



Tenured/Tenure-Track Faculty	1,919
Clinical, Research, Visiting, Post Doc	907
Adjunct Faculty	313
Extension Educators	275
Lecturers and Limited-term Lecturers	468
Administrative Staff	791
Clerical Staff *	1,278
Professional Staff	2,898
Service Staff *	2,048
Graduate Student Staff	5,212

* Excludes Temporary Staff



PURDUE FACULTY AND STAFF

2018

Tenured/Tenure-Track Faculty	1931
Clinical, Research, Visiting Professors	344
Adjunct Faculty	292
Postdoctoral fellows	497
Continuing and Limited-term Lecturers	460
Extension Educators	262
Graduate Student Staff	5,046
Administrative Staff	2,348
Clerical Staff	878
Professional Staff	2,125
Service Staff	2,589





Promotion and Tenure New Faculty Orientation

**Peter Hollenbeck
Vice Provost for Faculty Affairs**

August 20, 2020

