Promotion and Tenure
New Faculty Orientation

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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

- Full Professors 50%
- Associate Professors 29%
- Assistant Professors 21%
• 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)
PROMOTION AND TENURE

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  • 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

- Faculty-to-Student
- Range of skills
  - Guide without dictating
  - Challenge the head without forgetting heart
  - Hard-hitting coach and number-one fan
- Faculty-to-Faculty
Assistant Professors usually have a 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
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 also 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)

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<th>Discovery</th>
<th>Engagement</th>
<th>Learning</th>
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<td><strong>Associate Professor</strong></td>
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<td>2</td>
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<table>
<thead>
<tr>
<th></th>
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<th>Discovery and Learning</th>
<th>Learning and Engagement</th>
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<tbody>
<tr>
<td><strong>Full Professor</strong></td>
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<td>1</td>
<td>1</td>
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<td><strong>Associate Professor</strong></td>
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<td>3</td>
<td>4</td>
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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 dept
• Look into the format for your promotion and/or tenure document – get past examples of success
Thank You!

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