

Faculty Promotion & Tenure

Sunil Prabhakar
*Vice Provost
for Faculty Affairs*

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PROMOTION AND TENURE

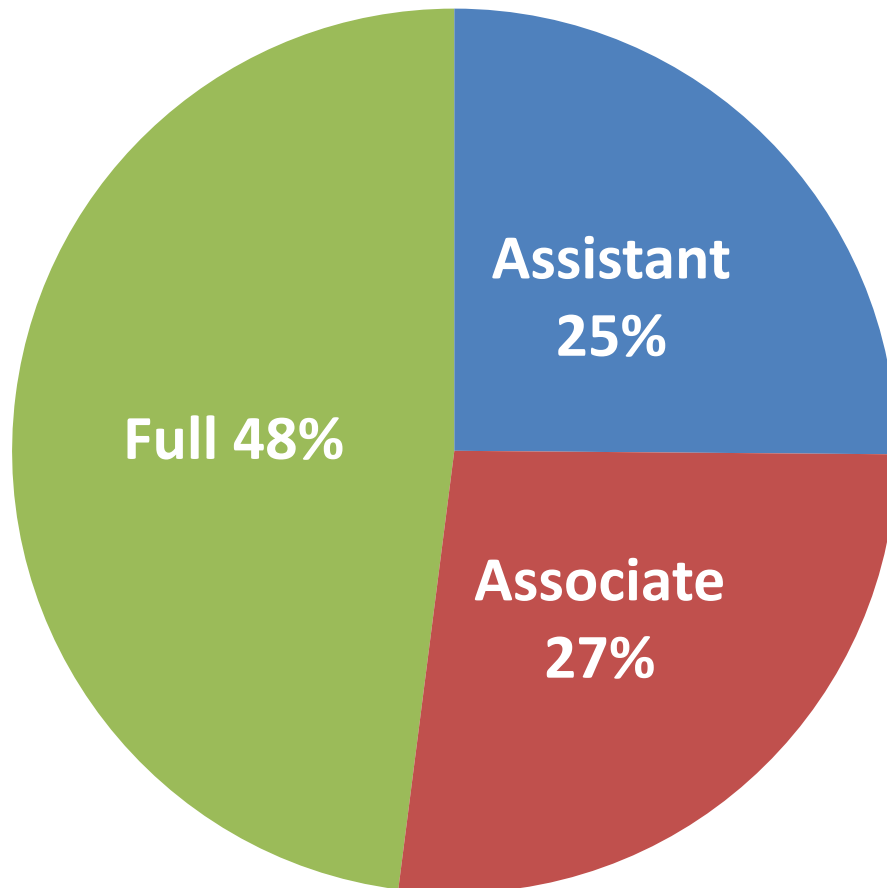
Categories of Faculty at Purdue

Tenured/Tenure Track	1,978
Clinical/Professional	353
Research	37
Visiting (temporary)	101
Adjunct	370



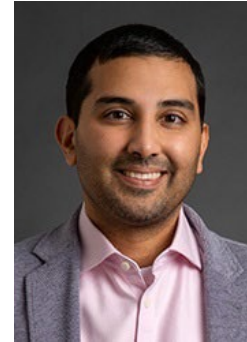
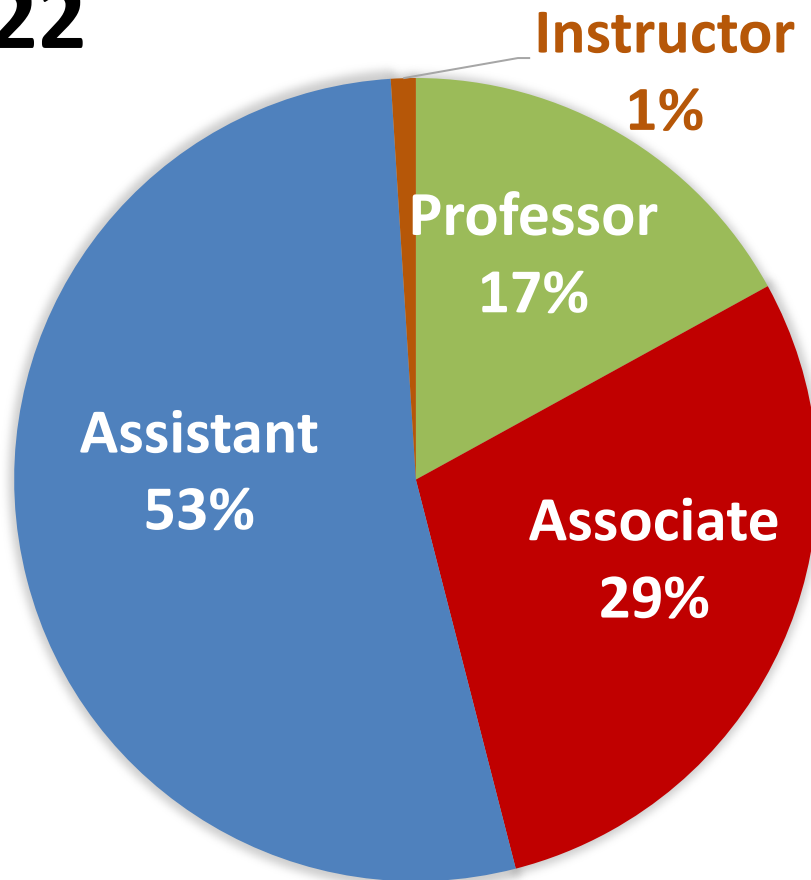
TENTURED/ TENURE-TRACK FACULTY BY RANK

2022



CLINICAL/PROFESSIONAL FACULTY (also called Professors of Practice) BY RANK

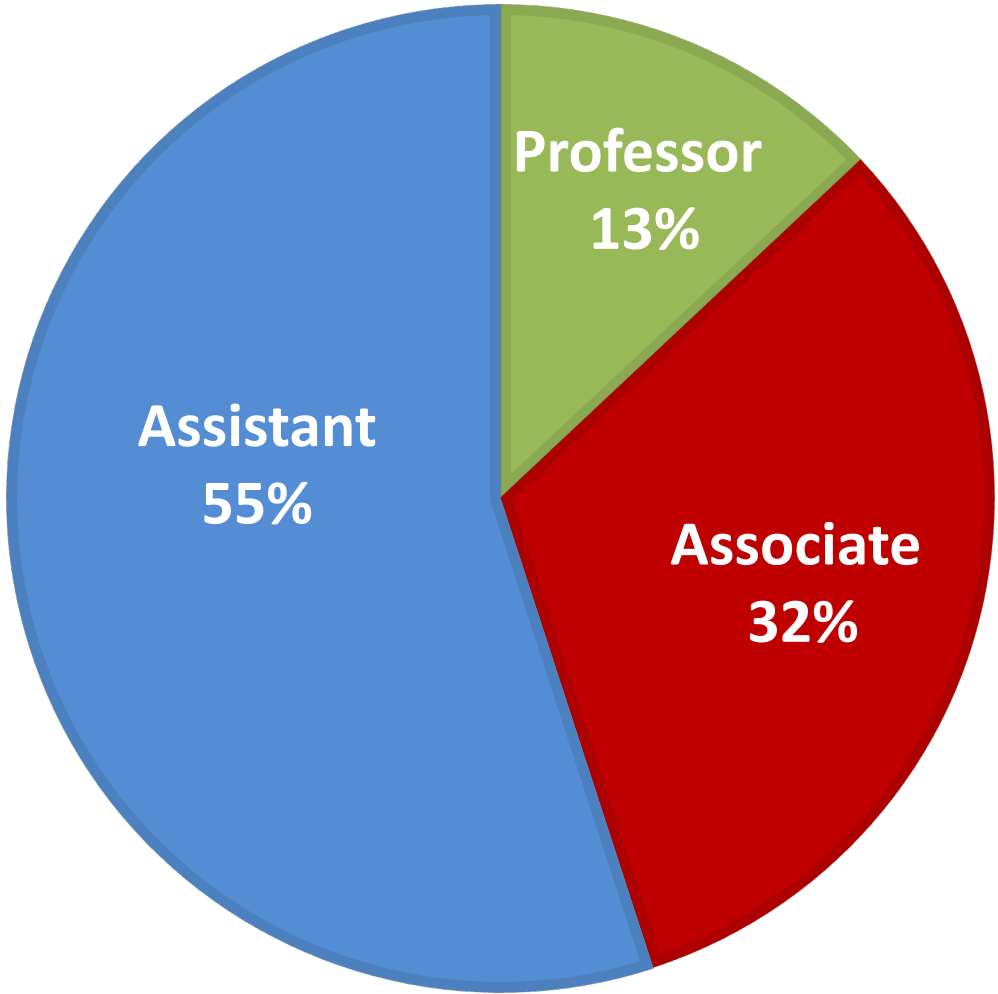
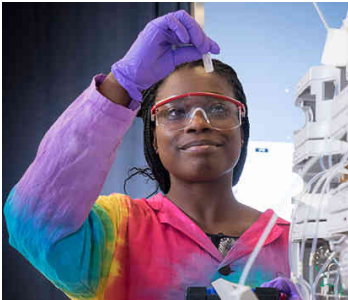
2022



RESEARCH FACULTY

BY RANK

2022



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*”

[Faculty Promotion and Tenure - Office of the Provost - Purdue University](https://www.purdue.edu/provost/faculty/promotion/index.html)

The screenshot shows a web browser window with the URL <https://www.purdue.edu/provost/faculty/promotion/index.html>. The page header includes navigation links: Apply, News, President, Shop, Visit, Give, Emergency, and a search icon. The Purdue University logo and the text "Office of the Provost" are prominently displayed. Below the header, there is a navigation menu with links for HOME, VICE PROVOST AREAS, EVENTS, and NEWS. The main content area features a breadcrumb trail "Faculty > Promotion and Tenure" and a sidebar with "FACULTY AFFAIRS" and links to "Faculty Resources", "Faculty Initiatives", and "Faculty Awards and Honors". The main heading is "Faculty Promotion and Tenure". Two large buttons are visible: "University Policies, Procedures, And Criteria" and "Promotion And Tenure Provost's Memos For 2023-24", both with plus signs indicating expandable content.

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

- Your college and school/department have written promotion criteria
- These will differ among units, and perhaps even among sub-disciplines within a unit
- Tenure-track, C/P, and research faculty have distinct promotion criteria
- In all cases, these criteria, by university guidelines, must value **impact** foremost

PRIMARY BASIS FOR PROMOTION

	Discovery (Research)	Learning (Teaching)	Engagement
Tenure-track faculty	X	X	X
Clinical/professional faculty		X	X
Research faculty	X		

President's Office Form 36
NOMINATION FOR PROMOTION **DATE:** _____

1	FULL NAME:	Last	First	Middle Initial	PUID
2	Proposed Rank and Title:				
3	Present Rank and Title:				Year
4	Previous Purdue University Rank(s) and Title(s):				Year
5	Penultimate Year (if applicable)				Year
6	ACADEMIC RECORD (Institutions Attended)				
	Degree	Year	Years Attended		
7	BASIS OF NOMINATION - EMPHASIS OF SCHOLARSHIP (one or more areas must be checked)				
	Discovery <input type="checkbox"/>				
	Learning <input type="checkbox"/>				
	Engagement <input type="checkbox"/>				
8	PRIMARY COMMITTEE VOTES				Yes <input type="checkbox"/> No <input type="checkbox"/>
9	Comments by Head of Department (or School)				
	Yes <input type="checkbox"/> No <input type="checkbox"/>				
	Signature: _____				
10	AREA COMMITTEE VOTE				Yes <input type="checkbox"/> No <input type="checkbox"/>
11	Comments by Dean and/or Chancellor (for Regional Campuses)				
	Yes <input type="checkbox"/> No <input type="checkbox"/>				
	Signature: _____				
12	UNIVERSITY COMMITTEE VOTE	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Recommended	Yes <input type="checkbox"/> No <input type="checkbox"/>
13	SPACE RESERVED FOR NOTES BY MEMBERS OF UNIVERSITY COMMITTEE				

Add other pages as needed; see instructions.

Form 36: President's Office Nomination for Promotion

- [promotion-form-president.docx \(live.com\)](#)

Instructions for use with Faculty Promotion Form 36:

- [Instructions for use with Faculty Promotion Form 36 \(purdue.edu\)](#)

PROMOTION PROCESS AT PURDUE

Time as an assistant professor:

- Building your program
- Making an impact
- Documenting accomplishments in your CV/promotion document

**Check with your department and college for formatting guidance*

- Seeking (annual) feedback from your department head/mentors

PROMOTION PROCESS AT PURDUE

Understanding your employment contract:

- Your first contract as an assistant tenure-track faculty:
4y/2y/1y (Engineering/Krannert/Pharmacy),
3y/1y/1y/1y/1y (Science/Agriculture),
4y/3y (CLA), 3y/3y (Education)
- Your first contract as an assistant C/P faculty: 3 years
- Your first contract as an assistant research faculty (based on external funding source): ~1-3 years
- Contract renewals, based on satisfactory progress (and external funding for research faculty) – take these seriously

PROMOTION PROCESS AT PURDUE

Timeline to promotion:

- Tenure-track faculty have a probationary period and must be considered for tenure and promotion during their penultimate year (6th year on a 7-year tenure clock)

Tenure-clock extensions may be requested for a variety of reasons: birth or adoption of a child; severe illness, disability, care-giving of family member; delays in availability of lab space

- C/P and research faculty are not subject to the probationary periods that are applicable to TT faculty and are considered for promotion when nominated, generally around year 6 (required 6th year review for research faculty)

PROMOTION PROCESS AT PURDUE

Primary promotions committee (dept/school)

- Summer prior to penultimate year (for TT faculty) or at ~ year 6 for C/P and research faculty (if ready and nominated) – assembles/reviews your promotion document, solicits outside letters
- Fall of penultimate year – votes on your case

Area promotions committee (college)

- Votes in late fall

Campus promotions committee (“Panel A, B, or C”)

- Votes in winter

TENURE-TRACK FACULTY

PROMOTION AND TENURE

“...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)

Considered by university promotions committee Panel A

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

Considered by university promotions committee Panel B

PROMOTION – RESEARCH FACULTY

“Research Faculty positions are intended to provide a career path that allows for research leadership, independence, individual scientific growth and the opportunity for promotion through academic ranks. Criteria for promotion are similar to those for tenure-track and tenured faculty, but with singular focus on research accomplishment. The guidelines and requirements outlined by the unit when the position was established also are referenced to provide guidance for promotion reviews.”

Considered by university promotions committee Panel C

STUDENT MENTORING

- *“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



2022-2023

PROMOTION AND TENURE

RESULTS:

- 119 tenure-track faculty were reviewed for promotion by all units, and 118 were ultimately approved for promotion
 - 53/54 were promoted to full Professor
 - 64/64 were promoted to Associate Professor
- 9 nominations did not get to the Campus Promotions Committee:
 - Failed, 3 at area and 6 at primary committee
- All 21 C/P Faculty were promoted (1 Assistant, 12 Associate, 8 full)
- 5/5 Research Faculty that were brought forward were promoted (3 Associate, 2 full)

2022-2023

PROMOTION AND TENURE

By major area of focus, all tenure-track and tenured faculty promotions (# people)

	Discovery	Engagement	Learning
Full Professor	40	2	4
Associate Professor	55	2	0

	Discovery and Engagement	Discovery and Learning	Learning and Engagement	All three
Full Professor	0	8	0	0
Associate Professor	2	6	0	2

KEYS TO FACULTY SUCCESS & 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 your core responsibilities (research/teaching/engagement) and 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

Reference policies and procedures

For tenure-track faculty:

- Academic tenure and promotion policy: [I.B.2 - University Policy Office - Purdue University](#)
- Operating procedures for granting academic tenure and promotion: [Operating Procedures for Granting Academic Tenure and Promotion - Office of the Provost - Purdue University](#)
- Criteria for tenure and promotion: [Criteria for Tenure and Promotion for the West Lafayette Campus - Office of the Provost - Purdue University](#)

For clinical/professional faculty:

- Clinical/professional faculty appointment and promotion: [VI.F.10 - University Policy Office - Purdue University](#)
- Procedures for appointing and promoting clinical/professional faculty: [Clinical Faculty Appointments - Office of the Provost - Purdue University](#)

For research faculty:

- Research faculty appointment and promotion: [VI.F.8 - University Policy Office - Purdue University](#)
- Procedures for research faculty appointment, review, and promotion: [Procedures for Research Faculty Appointment, Review and Promotion - Office of the Provost - Purdue University](#)

We're here to help!



SUNIL PRABHAKAR

Vice Provost for Faculty Affairs

(765) 496-9503

sunil@purdue.edu | [Bio](#) | [Request a Speech](#)



LISA MAUER

Associate Vice Provost for Faculty Affairs

765-496-9503

mauer@purdue.edu | [Bio](#)



SUSAN GRASHAM

Faculty Affairs Program Manager

(765) 496-9503

sgrasham@purdue.edu