

Academic Life:
Tenure, Promotion, & More

or
Congratulations, you've just
won the Lottery!

Know your Audience

Academic Vocabulary Test

- Assistant Prof
- Associate Prof
- Professor
- Chair
- Dean
- Director
- Endowed Prof
- Endowed Chair
- Emeritus Prof
- Grad Assistant
- Instructor
- President
- Chancellor
- Provost
- Renewable Term Prof
- Adjunct Prof
- Research Prof
- Vice President

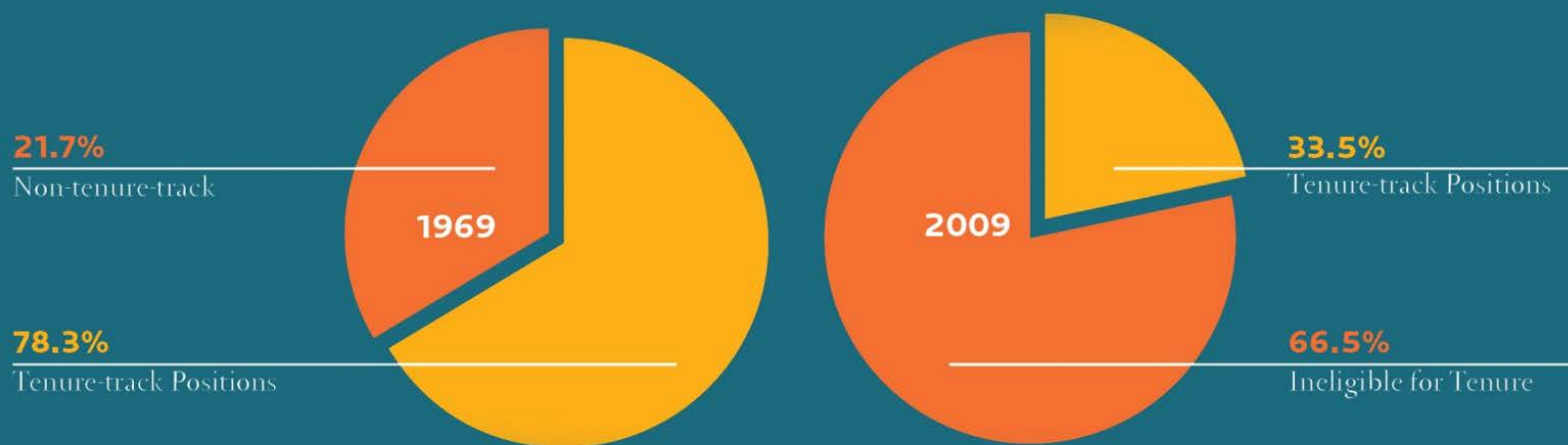
Why Tenure?

Tenure ... is a means to assure unfettered, unbiased, unencumbered search, verification, and communication of truth by professional scholars and teachers. Tenure is designed to provide faculty members with freedom from political, doctrinaire, and other pressures, restraints, and reprisals which would otherwise inhibit the independent thought and actions in their professional responsibility of search, verification, and communication of truth.

The “Tenure Track”



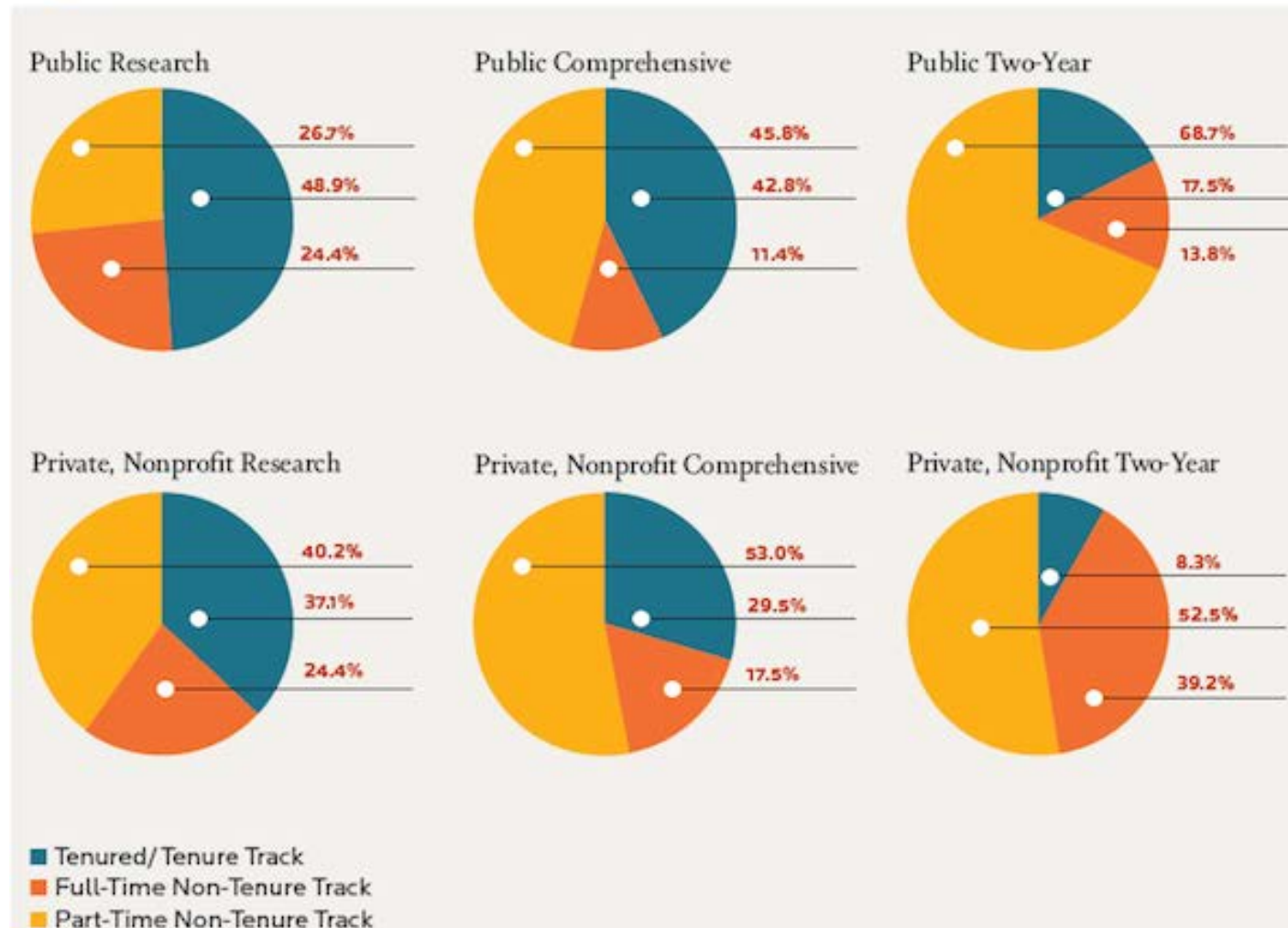
Direction of Tenure



“Trusteeship Magazine”,
May/June 2013

Tenure Details (2009)

Figure 1. Variation in the Composition of Faculty Type



Academic Time-Line



Prof – Year?

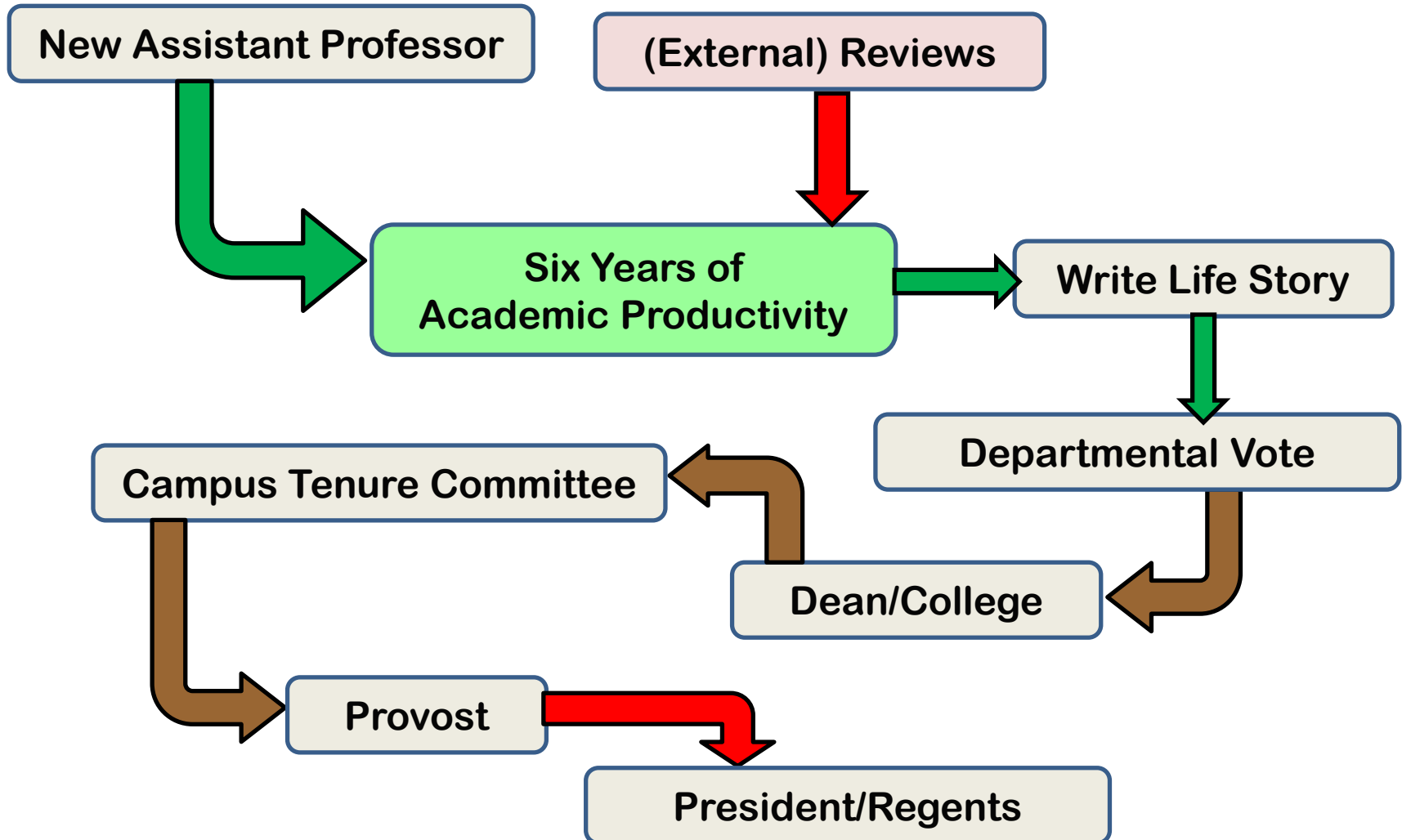
Tenured Associate Prof – Year?

Tenure Track Assistant Prof – Year?

Finish PhD – Year?

Graduate School – Year 0

The Tenure Decision



Academic Productivity

- Papers
- Money
- Books
- Papers
- Money
- Collaborations
- Talks
- Papers
- Money

Tenure Evaluation

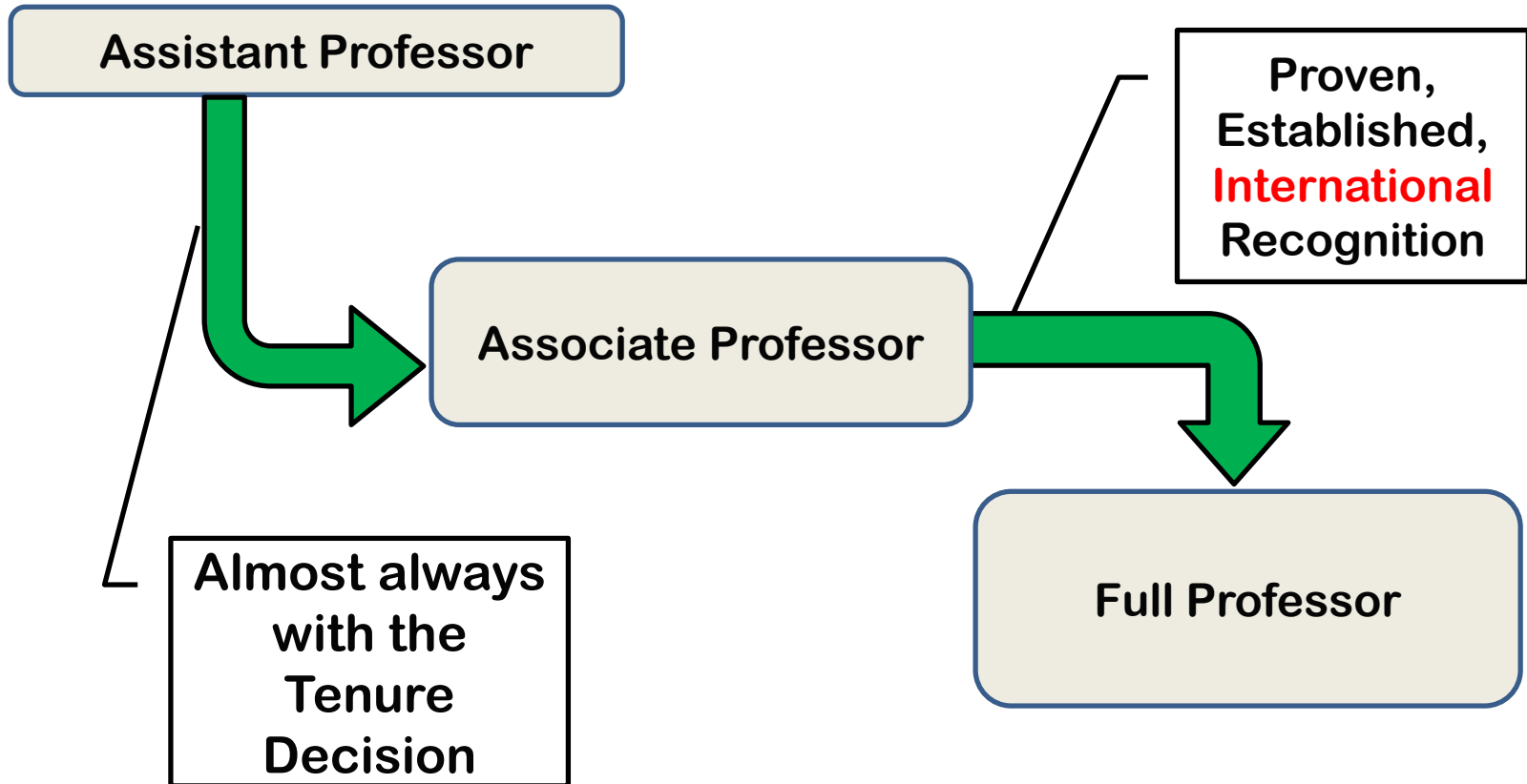
	Official	Reality
Research	50%	
Teaching	33%	
Service	17%	

Research Focus

- **Measurement of the t - \bar{t} production cross section and top quark mass extraction using dilepton events in $p\bar{p}$ collisions**
- **To Swear Like a Sailor: Language, Culture, and Meaning in the American Maritime World, 1750 – 1850**
- **Elimination of threading dislocations in as-grown PbSe film on patterned Si(111) substrate using molecular beam epitaxy**

No Tenure, You Leave

After Tenure 1: Promotion



Post-Tenure Academic Productivity

- Papers
- Money
- Books
- International Talks
- Conference Committees
- Collaborations
- Disciplinary Service
- Public/Professional Service
- Leadership
- Instruction & Outreach

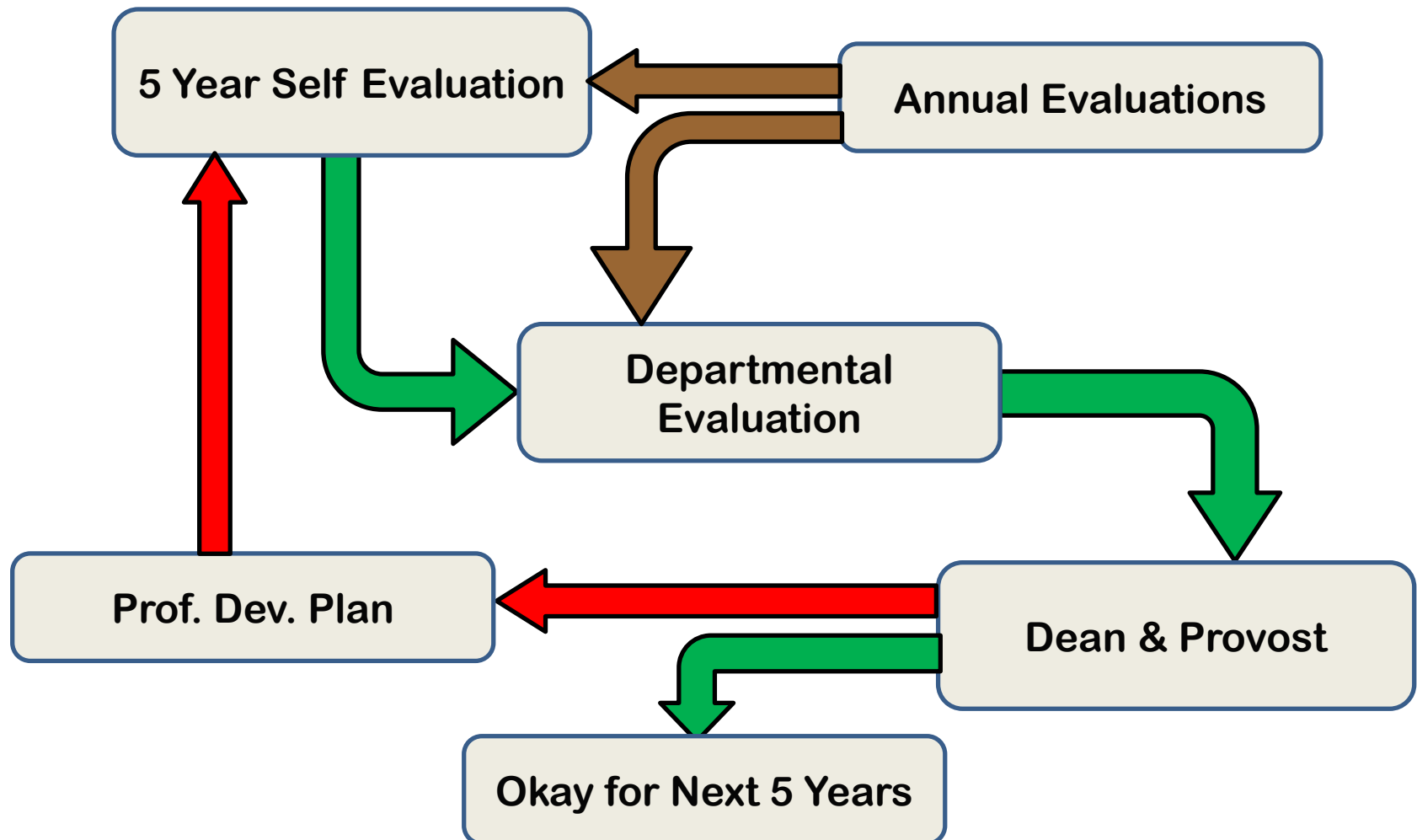
Evaluation

	Official	Reality
Research	50%	
Teaching	33%	
Service	17%	

Teaching?



After Tenure 2: “PTR”



Abrogation of Tenure

- Incompetence or Dishonesty
- Substantial Failure to Fulfill Duties
- Personal Behavior
- Failure to Adhere to University Policies
- Violations of the Law
- Elimination of Academic Unit
- Financial Emergency

About 2% of Tenured Faculty dismissed each year nationally. (NEA)

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