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

Public Research
- Tenured/Tenure Track: 26.7%
- Full-Time Non-Tenure Track: 48.9%
- Part-Time Non-Tenure Track: 24.4%

Public Comprehensive
- Tenured/Tenure Track: 45.8%
- Full-Time Non-Tenure Track: 42.8%
- Part-Time Non-Tenure Track: 11.4%

Public Two-Year
- Tenured/Tenure Track: 68.7%
- Full-Time Non-Tenure Track: 17.5%
- Part-Time Non-Tenure Track: 13.8%

Private, Nonprofit Research
- Tenured/Tenure Track: 40.2%
- Full-Time Non-Tenure Track: 37.1%
- Part-Time Non-Tenure Track: 24.4%

Private, Nonprofit Comprehensive
- Tenured/Tenure Track: 53.0%
- Full-Time Non-Tenure Track: 29.5%
- Part-Time Non-Tenure Track: 17.5%

Private, Nonprofit Two-Year
- Tenured/Tenure Track: 8.3%
- Full-Time Non-Tenure Track: 52.5%
- Part-Time Non-Tenure Track: 39.2%

“Trusteeship Magazine”, May/June 2013
Academic Time-Line

Graduate School – Year 0

Finish PhD – Year?

Tenure Track Assistant Prof – Year?

Tenured Associate Prof – Year?

Prof – Year?
The Tenure Decision

New Assistant Professor

(External) Reviews

Six Years of Academic Productivity

Write Life Story

Campus Tenure Committee

Departmental Vote

Dean/College

Provost

President/Regents
Academic Productivity

- Papers
- Money
- Books
- Papers
- Money
- Collaborations
- Talks
- Papers
- Money
## Tenure Evaluation

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<tr>
<td>Research</td>
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Research Focus

• Measurement of the t-tbar production cross section and top quark mass extraction using dilepton events in ppbar 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

Assistant Professor

Associate Professor

Almost always with the Tenure Decision

Proven, Established, International Recognition

Full Professor
Post-Tenure Academic Productivity

• Papers
• Money
• Books
• International Talks
• Conference Committees
• Collaborations
• Disciplinary Service
• Public/Professional Service
• Leadership
• Instruction & Outreach
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Teaching?
After Tenure 2: “PTR”

5 Year Self Evaluation → Annual Evaluations

Departmental Evaluation

Prof. Dev. Plan → Dean & Provost

Okay for Next 5 Years
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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