

Faculty: Tenure, Promotion, Reward System



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Understanding Academia: Types of Institutions

- Doctoral
- Master's & Universities
- Colleges
 - Baccalaureate Programs
 - Associates

Doctoral Universities

- Includes institutions that awarded at least 20 research/scholarship doctoral degrees during the update year (this does not include professional practice doctoral-level degrees, such as the JD, MD, PharmD, DPT, etc.). Excludes Special Focus Institutions and Tribal Colleges.
- R1: Doctoral Universities – Highest research activity
- R2: Doctoral Universities – Higher research activity
- R3: Doctoral Universities – Moderate research activity

Master's Colleges and Universities

- Generally includes institutions that awarded at least 50 master's degrees and fewer than 20 doctoral degrees during the update year (with occasional exceptions – see Methodology). Excludes Special Focus Institutions and Tribal Colleges.
- M1: Master's Colleges and Universities – Larger programs
M2: Master's Colleges and Universities – Medium programs
M3: Master's Colleges and Universities – Smaller programs

Doctoral Universities

R1: Highest Research (n = 115)

University of Oklahoma

Harvard University

Colorado State University

California Institute of Technology



Association of American Universities (62)

University of Oregon

Washington University in St. Louis

Awards 52% of doctorates nationally & 67% of postdocs

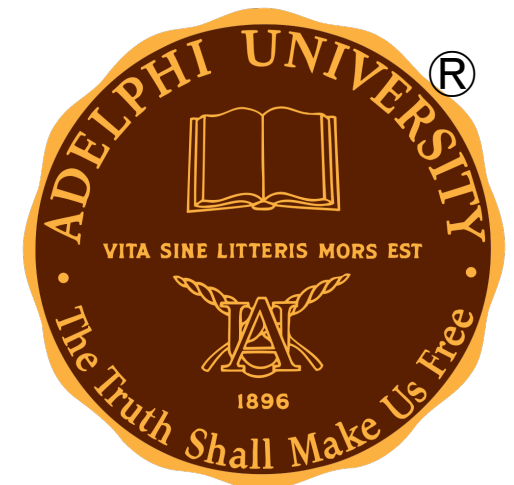


R2: Higher Research (n = 107)

University of Alabama, Tuscaloosa

University of Nevada, Reno

University of Tulsa



R3: Moderate Research (n = 112)

Adelphi University

California State University-Fresno

Tennessee State University

Baccalaureate Colleges

Baccalaureate Colleges

Includes institutions where baccalaureate or higher degrees represent at least 50 percent of all degrees but where fewer than 50 master's degrees or 20 doctoral degrees were awarded during the update year.

Baccalaureate/Associate's Colleges: Mixed Baccalaureate/Associate's Colleges

Baccalaureate/Associate's Colleges: Associate's Dominant

Associate's Colleges

Master's Colleges & Universities

M1: Master's Colleges & Universities: Large Programs (+200)

University of Phoenix

M2: Master's Colleges & Universities: Medium Programs (100-199)

Kaplan University

M3: Master's Colleges & Universities: Smaller Programs (50-99)

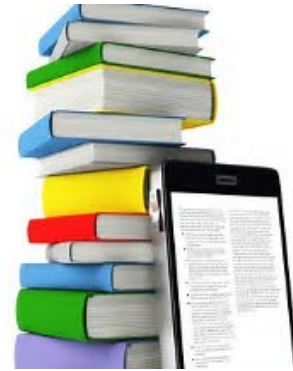
University of North Texas

What the Heck?

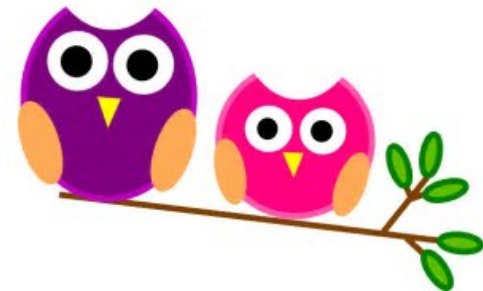
- Words that end with -ure



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- 10-URE?
- 10-URE?



Tenure-Trailer

- https://www.youtube.com/watch?v=RGuEDI_t6pQ&t=18s

Tenure Track



Probationary Period

- Usually 5-6 years
- First 5-6 years
- Assistant Professor
- 3rd year review
- Tenured 6th -7th year
- Associate Professor
- Professor

California system: UC & CSU

Promotion & Tenure

Teaching

Research & Creative work

Professional Competence & activity

University & public service

California State University

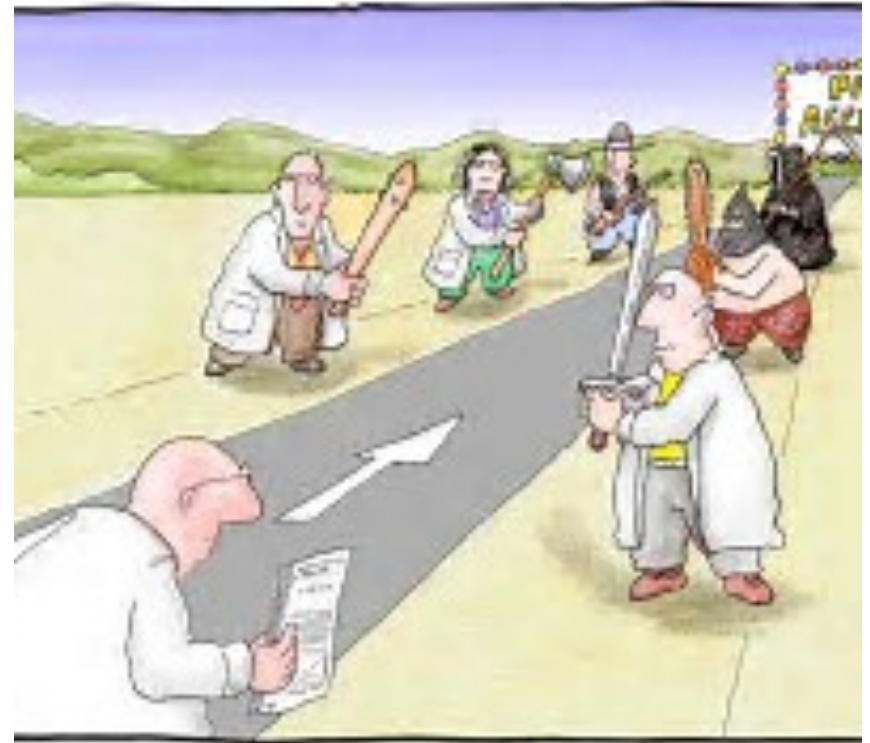
Retention, Tenure & Promotion

Two year initial appointment

Evaluation: Peer Review



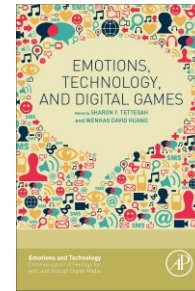
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Most scientists regarded the new streamlined peer-review process as 'quite an improvement.'

What's Evaluated?

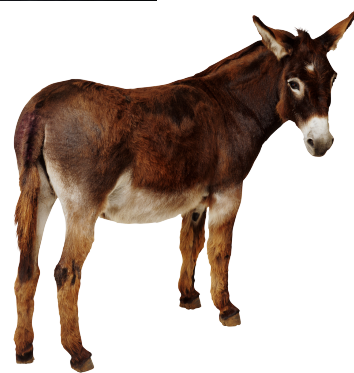
- Research
 - Publications
 - Grant Dollars



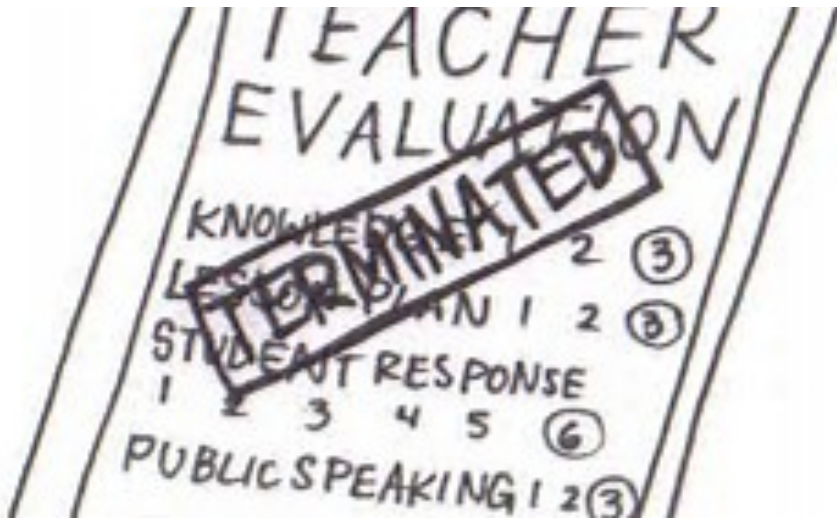
- Teaching
 - Graduate
 - Undergraduate
 - Mentoring



- Service
 - Home Department
 - College
 - Professional organizations



Tenure



Member or Non Member



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Ahhh

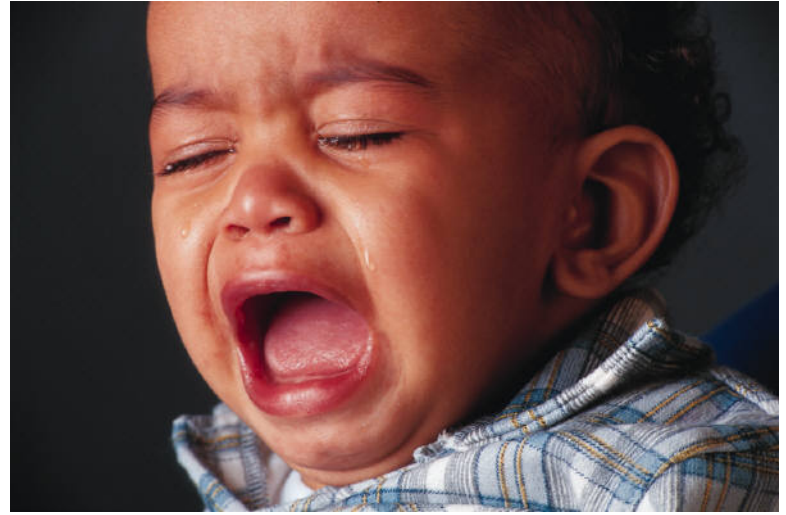


Decline of Tenure

- Part time lecturers
- Full time lecturers
- Graduate student teaching assistantship
- Pre-doctoral instructors
- Post doctoral instructors
- Visiting professors

Academic Freedom & Permanent Tenure (Shils, 1995)

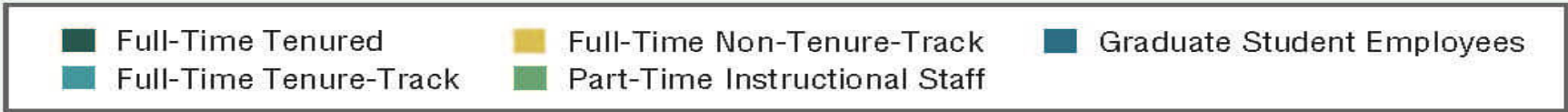
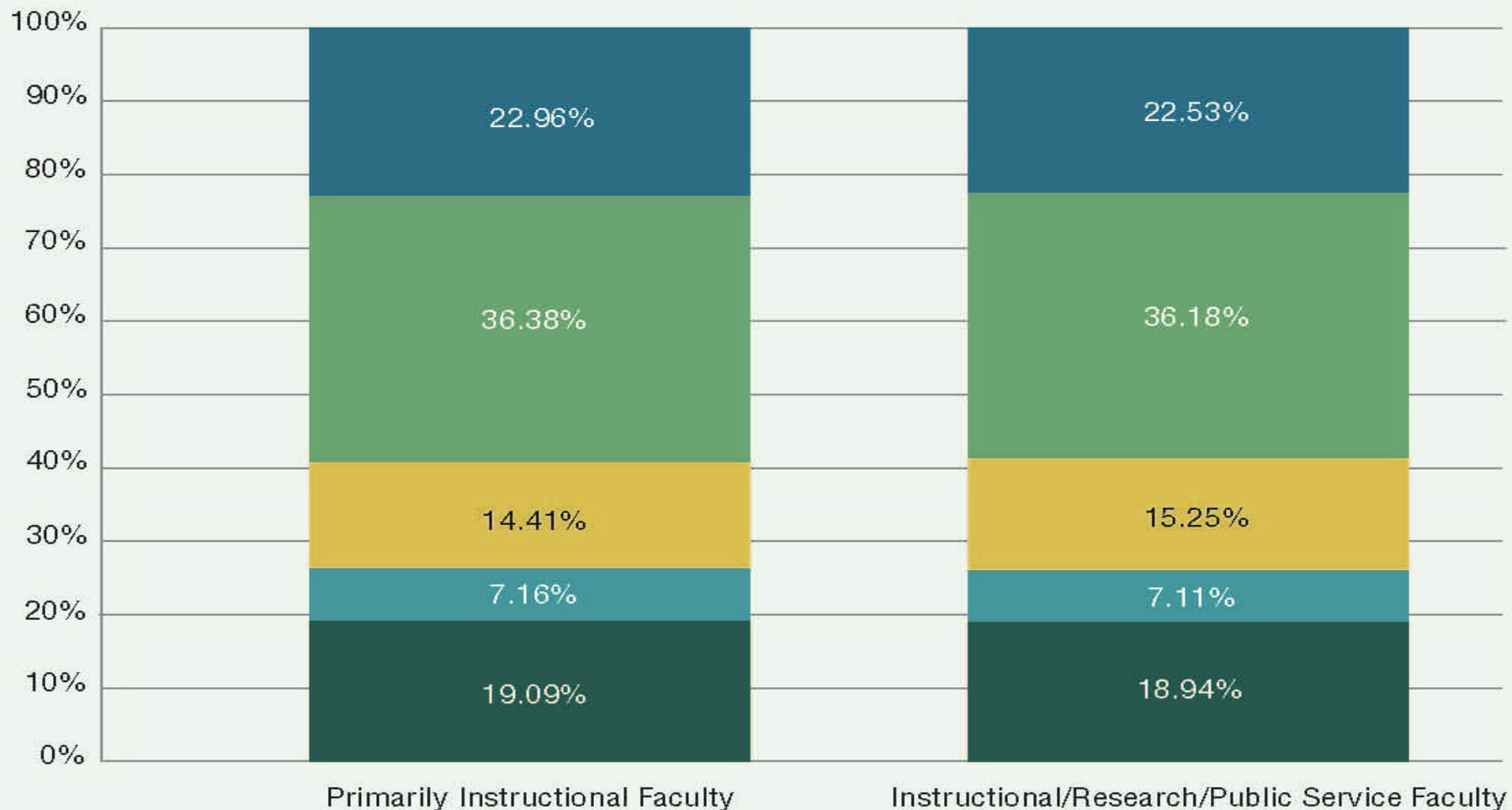
- Is permanent tenure a guarantee of academic freedom? Yes & No



Stats on Faculty, Instructional,
Temporary, Part time & Full

FIGURE 1

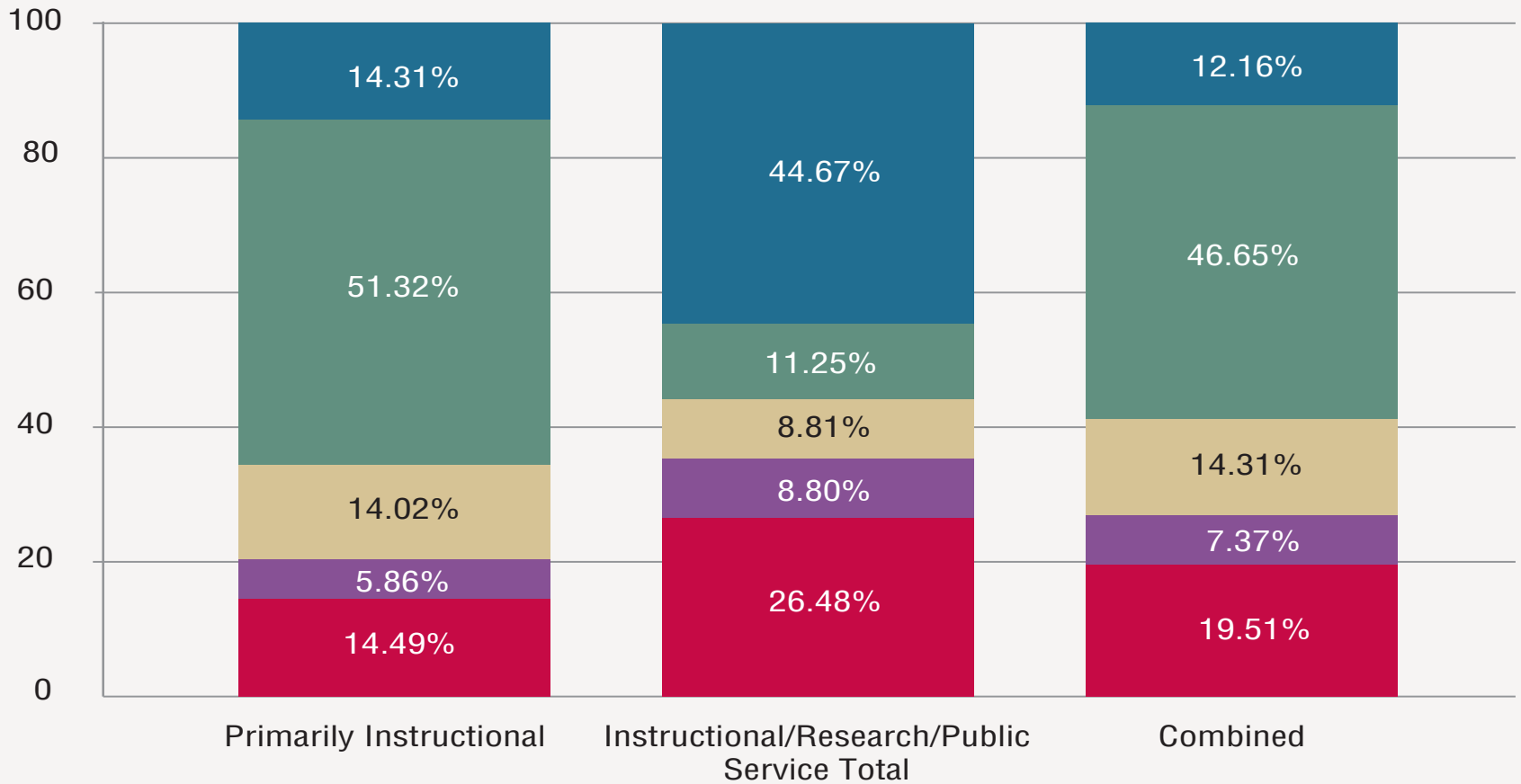
Percentage of Faculty Appointment Types by Faculty Reporting Category, 2014



Source: National Center for Education Statistics, IPEDS Data Center, <http://nces.ed.gov/ipeds/datacenter>. Data compiled by the AAUP Research Office for the Faculty Compensation Survey.

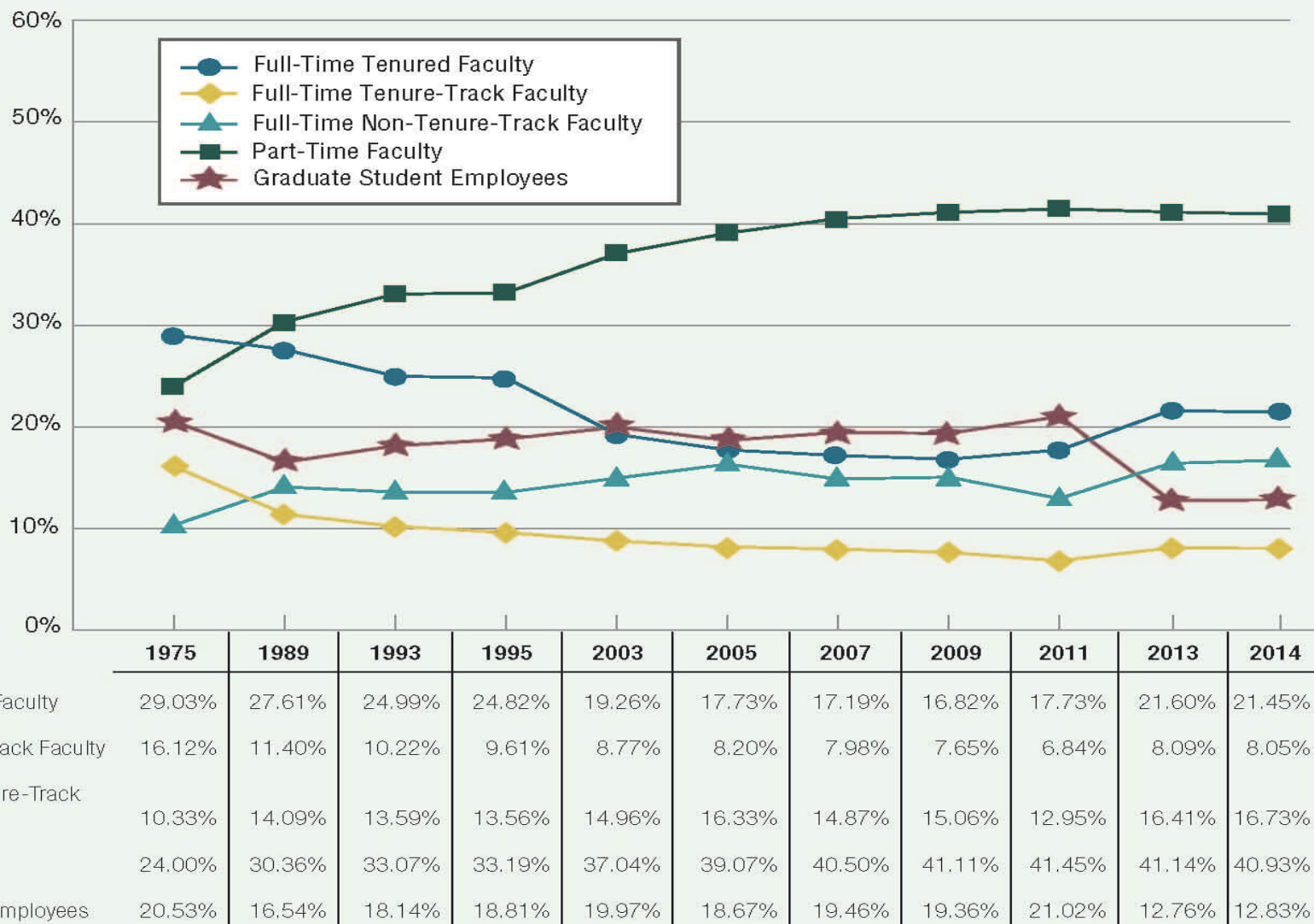
FIGURE 4

Instructional Faculty by Rank and Reporting Category, 2013



Source: National Center for Education Statistics, IPEDS Data Center, <http://nces.ed.gov/ipeds/datacenter/>.

FIGURE 2
Trends in Academic Labor Force, 1975–2014



Source: National Center for Education Statistics, IPEDS Data Center, <http://nces.ed.gov/ipeds/datacenter>. Data compiled by the AAUP Research Office.

Table 1**Characteristics of Full- and Part-Time Faculty**

	Full time (56% of total sample)	Part time (44% of total sample)
Male	59%	50%
Average age	48	48
Single, never married	12%	13%
White, non-Hispanic	81%	77%
Holds a PhD or first professional degree	67%	27%
Has dependent children	51%	47%
In first postsecondary job	46%	48%
Average basic institutional income	\$65,407	\$11,160
Average total individual income	\$78,553	\$51,628
Average total household income	\$113,831	\$91,798
Percent with a full-time "other" job	2%	46%
Number of other jobs involving instruction:		
Zero	97%	79%
One	3%	17%
Two or more	0%	4%
Percent whose first job was part time	26%	77%
Fields of teaching:		
Visual and performing arts	6%	9%
Business, management, or marketing	6%	8%
Computer and information systems	3%	5%
Education	8%	12%
English language and literature	6%	8%
Health professions and clinical sciences	13%	11%
Mathematics and statistics	5%	6%
Social sciences (except psychology) and history	9%	7%
All other fields	44%	35%

Note: Full sample includes 1,211,849 faculty members, 681,826 of whom are full time and 530,023 of whom are part time.

Source: U.S. Department of Education, *National Study of Postsecondary Faculty (2004)*.

AAUP Contingent Faculty Index 2006

Table 2. Faculty Employment Status, by Institutional Category and Control, Fall 2005

	No. Inst	Full-Time Faculty				Part-Time Faculty	PT % of All Faculty	Contingent Faculty % of All
		Tenured	Tenure- Track	Non- Track	% Non- Track			
<i>Doctoral and Research Universities</i>								
Public	166	89,398	34,525	41,830	25.2	51,048	23.5	42.8
Private	107	29,883	12,130	16,264	27.9	34,266	37.0	54.6
For-Profit	7	0	0	275	100.0	9,269	97.1	100.0
Total	280	119,281	46,655	59,669	26.4	94,583	29.5	48.2
<i>Master's Degree Universities</i>								
Public	262	45,292	22,875	17,082	20.0	50,571	37.2	49.8
Private	364	20,118	11,137	14,552	31.8	49,801	52.1	67.3
For-Profit	33	0	0	1,787	100.0	23,665	93.0	100.0
Total	659	65,410	34,012	31,909	24.3	124,037	48.6	61.1
<i>Baccalaureate Colleges</i>								
Public	118	7,375	3,986	2,784	19.7	9,495	40.2	51.9
Private	484	18,142	9,524	11,268	28.9	19,357	33.2	52.5
For-Profit	24	11	0	608	98.2	3,405	84.6	99.7
Total	626	25,502	13,502	15,702	28.7	32,257	37.1	55.1
<i>Associate Degree Colleges</i>								
Public	933	47,834	17,559	44,781	40.6	209,711	65.6	79.6
Private	73	168	106	1,337	83.0	2,045	55.9	92.5
For-Profit	46	2	0	1,575	99.9	2,268	59.0	99.9
Total	1,052	48,004	17,665	46,726	41.6	214,024	65.6	79.9
<i>All Colleges and Universities</i>								
Public	1,479	189,899	78,945	106,477	28.4	320,825	46.1	61.4
Private	1,028	68,311	32,897	43,421	30.0	105,469	42.2	59.5
For-Profit	110	13	0	4,245	99.7	38,607	90.1	100.0
Total	2,617	258,223	111,842	154,143	29.4	464,901	47.0	62.6

Source: US Department of Education IPEDS Human Resources Survey, Employees by Assigned Position (EAP) file. Non-medical faculty only; does not include primarily public service faculty.

Daniel Goleman's Powering the Circuits of Intelligence

- *A four-year-old's mom told him he had to put on sunscreen before he went outside. At that, the kid threw a tantrum, absolutely refusing, melting in tears and shouts. That went on for a minute or two.*
- *Then he picked himself up and, still crying, went to his room. After a few minutes he came out calmly, had the sunscreen applied, and was about to go outside to play. At which point his puzzled mom said, "What just happened?"*
- *"Oh," the four-year-old said, "My guard dog got upset. So I went into my room and had my wise owl talk to him."*

Daniel Goleman's Powering the Circuits of Intelligence

- *Then, when it comes to the social skills effective teamwork and leadership demands –the second part of emotional intelligence, empathy and relationship management - the circuitry of the social brain offers the same kind of neural platform.*
- *This is the kind of empathy that people want in their co-workers and their boss—not to mention their spouse!*
- ***The best news: all these neural circuits can be strengthened, with the right kind of mental workouts.***

Know thy self and others

- How well do you know your collaborator?
- How well do you know your faculty?
- How well do you know your students?
- If you want to know more: go to
- <https://nces.ed.gov/ipeds/Home/UseTheData>
- <https://collegescorecard.ed.gov/>

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