

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

# The “Tenure Track”



# Tenure & Academic Freedom

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.

# Academic Time-Line

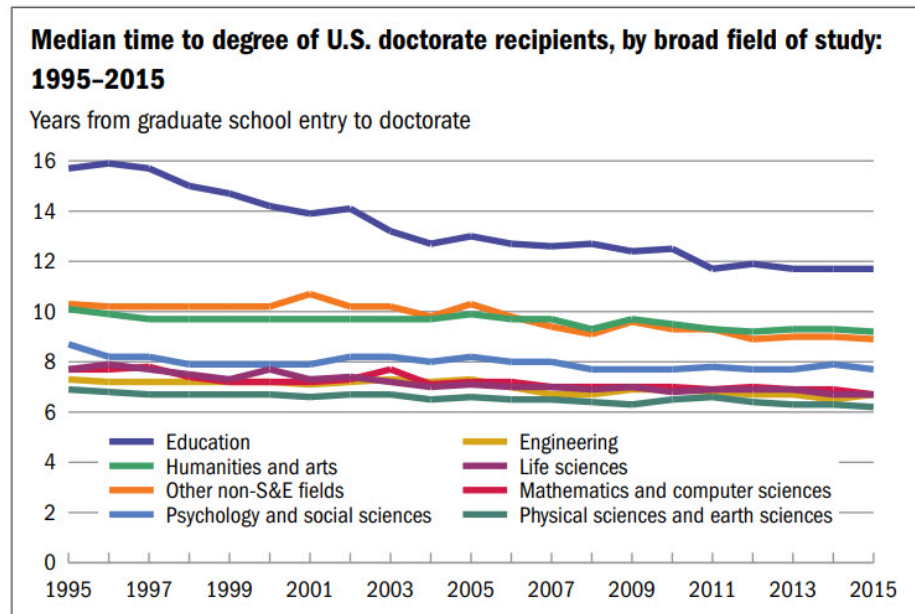
Prof – Year ?

Associate Prof – Year 17

Assistant Prof – Year 10

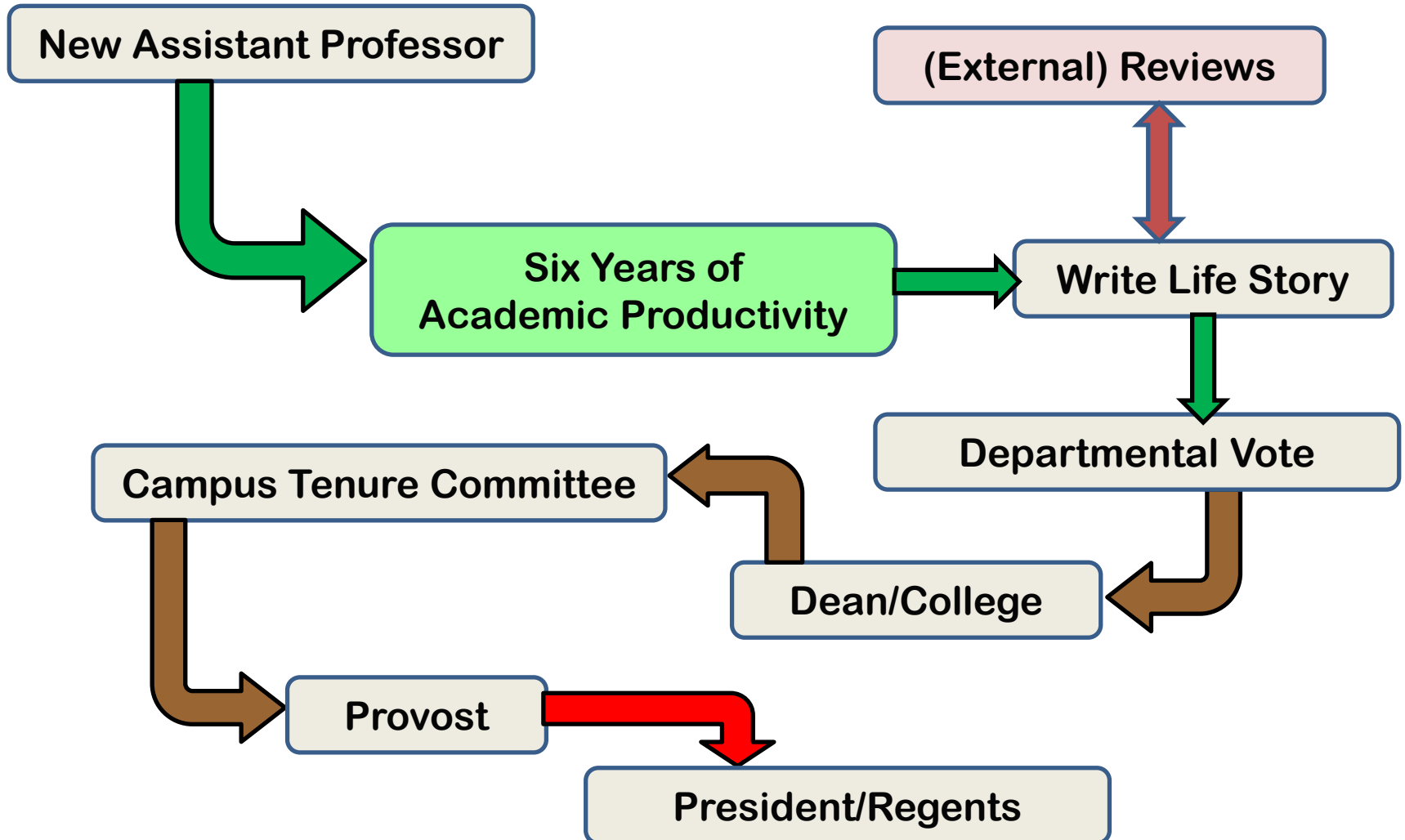
Finish PhD – Year 6

Graduate School – Year 0



NSF, Survey of Earned Doctorates, 2017

# The Tenure Decision



# Academic Productivity

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



# Tenure Evaluation

	Official	Reality
Research	50%	
Teaching	33%	
Service	17%	

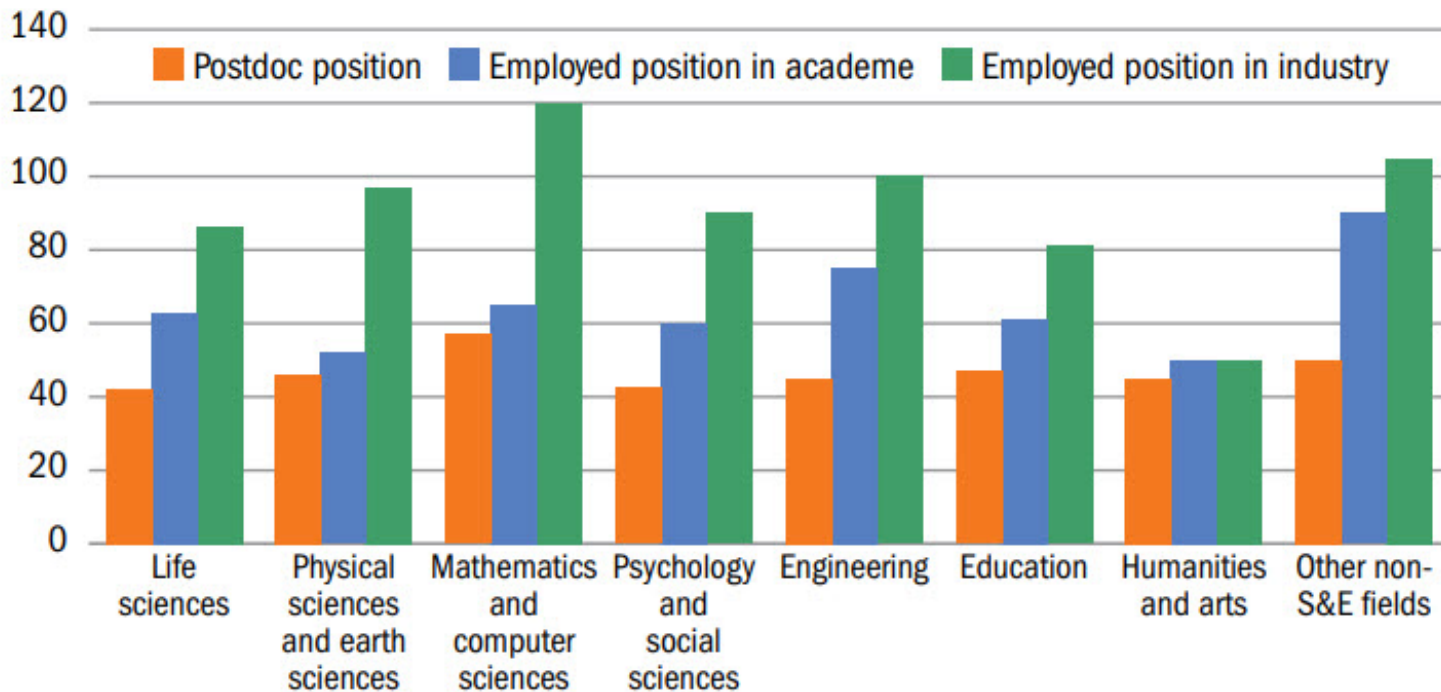
# Research Focus

- **Measurement of the t-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 Why???

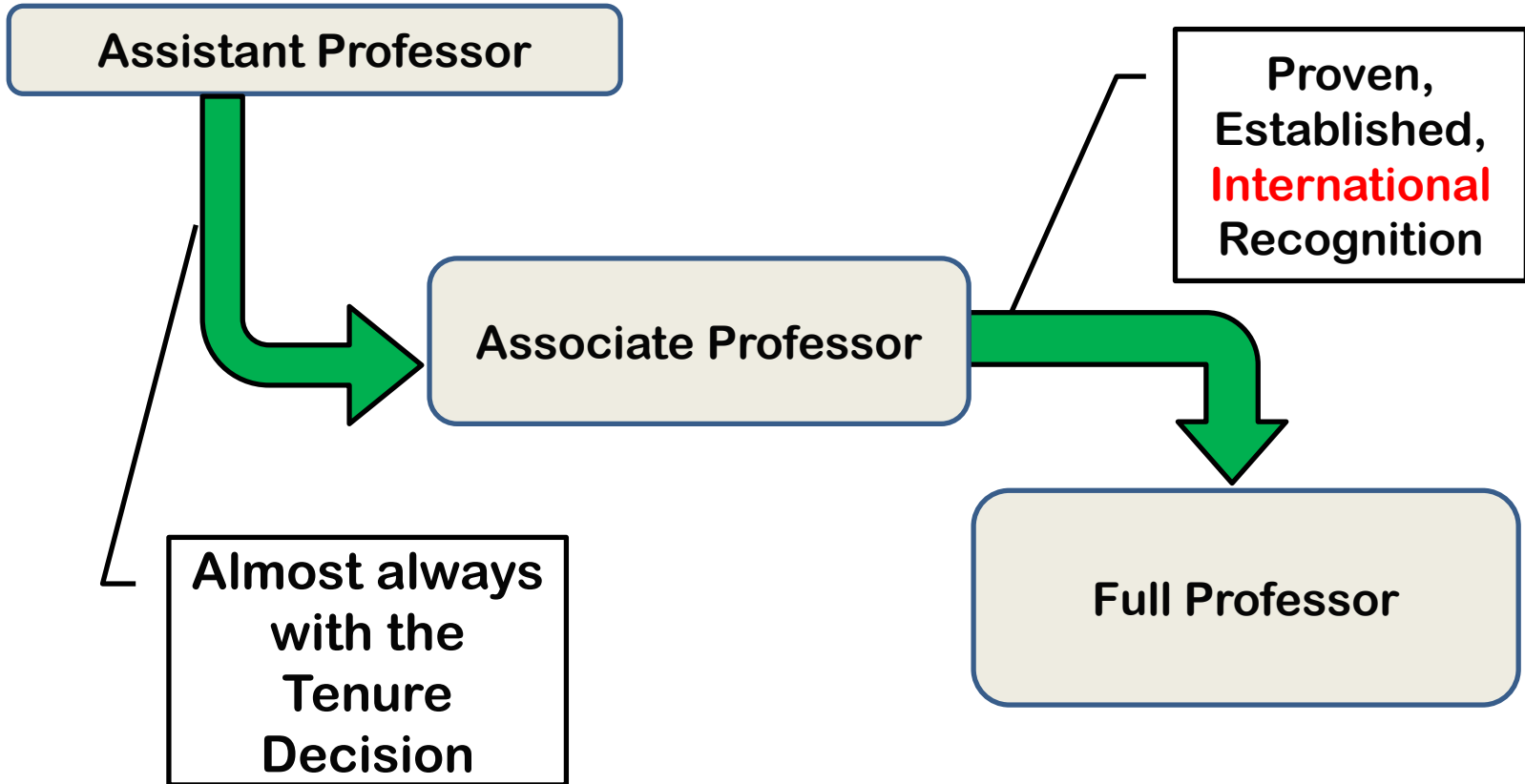
**Median basic salary of U.S. doctorate recipients with definite commitments in the United States, by position type and broad field of study: 2015**

Dollars (thousands)



NOTE: Other non-S&E fields includes business management and administration.

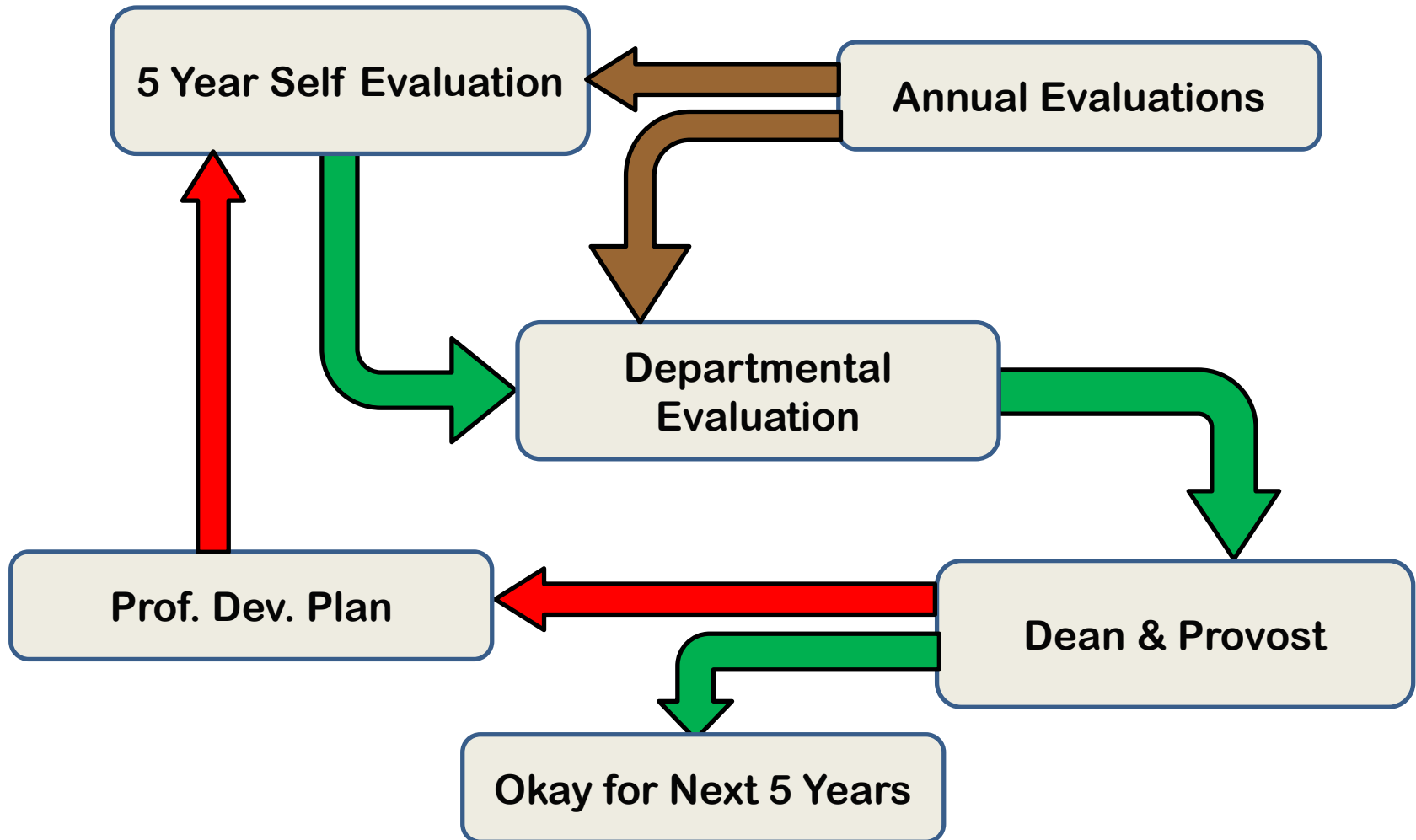
# After Tenure 1: Promotion



# Post-Tenure Academic Productivity

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

# After Tenure 2: "PTR"



# Teaching?



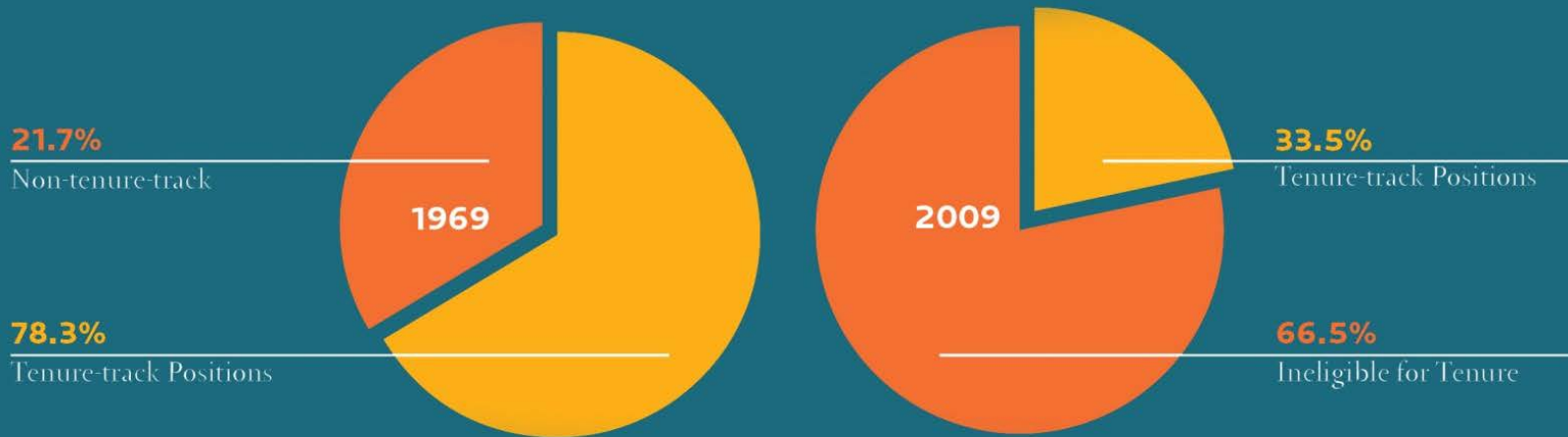
# Abrogation of Tenure

- **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)**



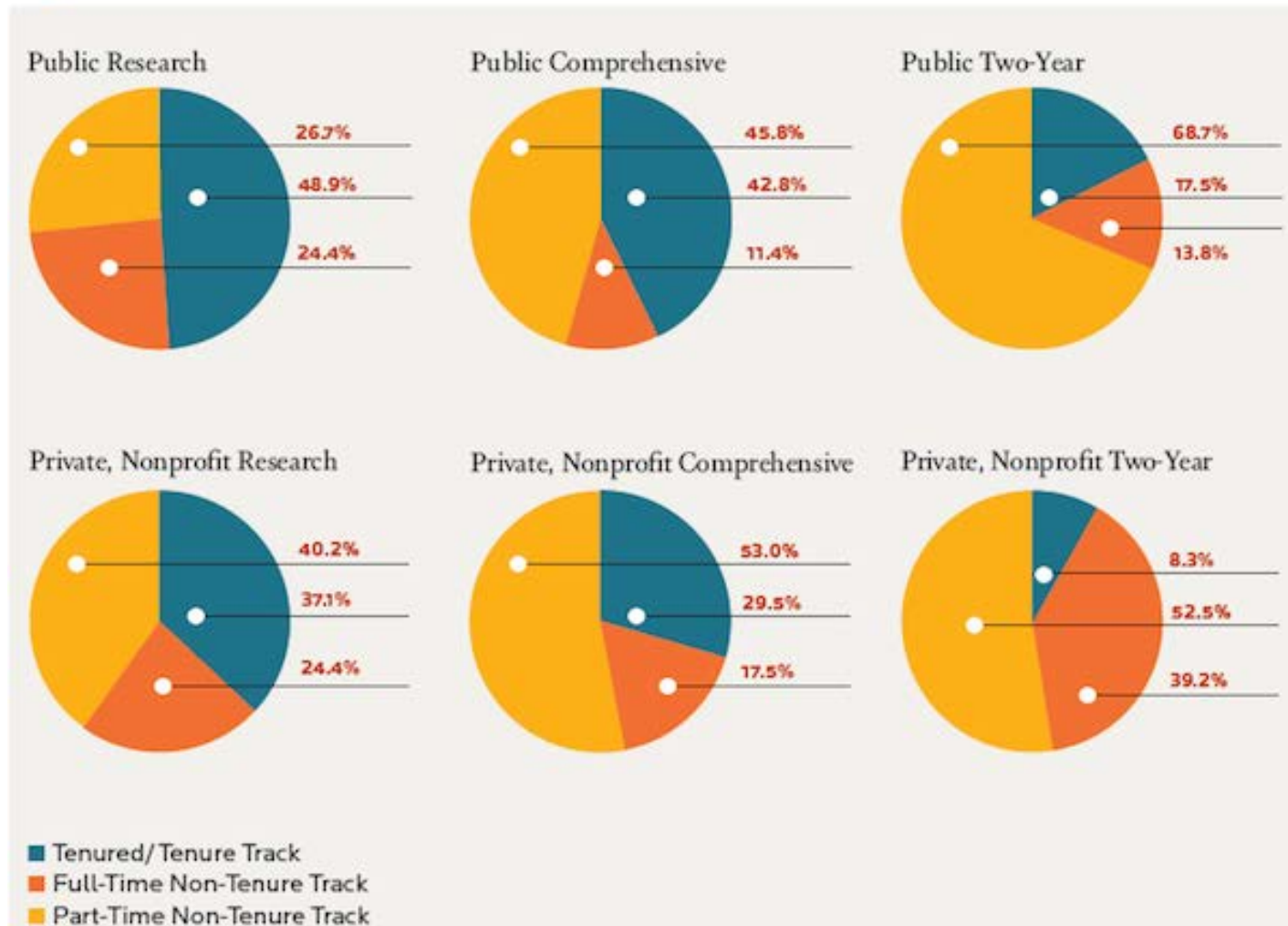
# Direction of Tenure



“Trusteeship Magazine”,  
May/June 2013

# Tenure Details (2009)

Figure 1. Variation in the Composition of Faculty Type



# Academics – Who is Important?

- Assistant Prof
- Associate Prof
- Professor
- Chair
- Dean
- Director
- Endowed Prof
- Endowed Chair
- Emeritus Prof
- Grad Assistant
- Instructor
- President
- Chancellor
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