

Academic Life: Tenure, Promotion, & More

**Data from American Institute of Physics,
NSF, and AAUP**

Know your Audience

Academic Vocabulary Test

- Assistant Prof
- Associate Prof
- Professor
- Chair
- Dean
- Director
- Endowed Prof
- Endowed Chair
- Emeritus Prof
- Regent
- Trustee
- Grad Assistant
- Instructor
- President
- Chancellor
- Provost
- Renewable Term Prof
- Adjunct Prof
- Research Prof
- Vice Pres., Res.
- Vice Pres., Admin

President/Chancellor/etc.

Provost

VP Research, VP Admin, CIO, ...

Dean

Trustees

Regents ...

Dept. Chair/Director

Endowed Prof/Chair

(Full) Professor

Associate Professor

Assistant Prof

Research Professor

Research Scientist

Renew. Term Prof.

Post Doctoral

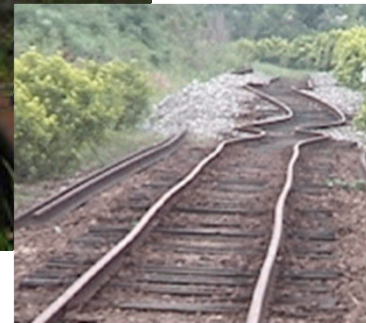
Researcher

Grad Res Assistant

Instructor

Adjunct Instructor

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



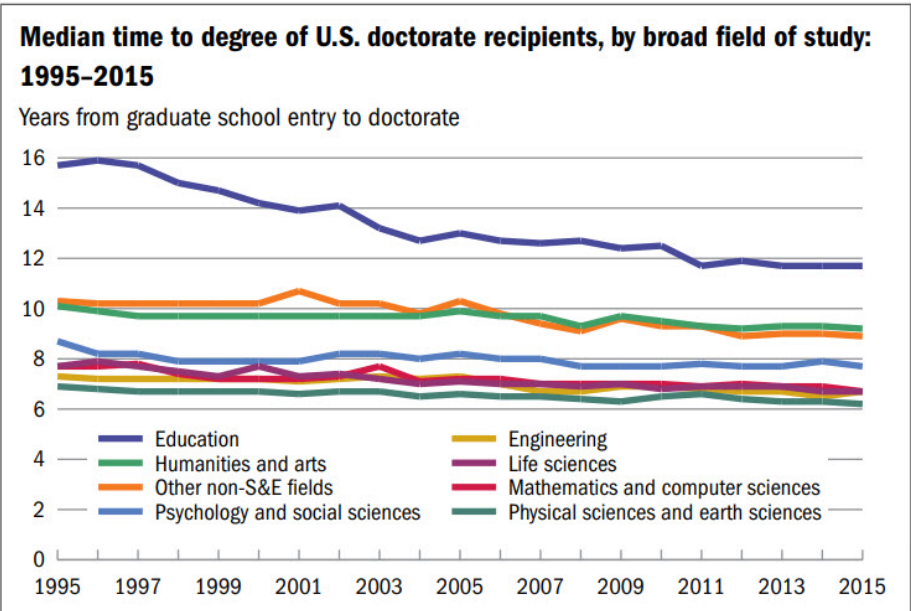
Prof

Associate Prof

Assistant Prof

Finish PhD – Year 6

Graduate School – Year 0



NSF, Survey of Earned Doctorates, 2017

Academic Time-Line



Prof

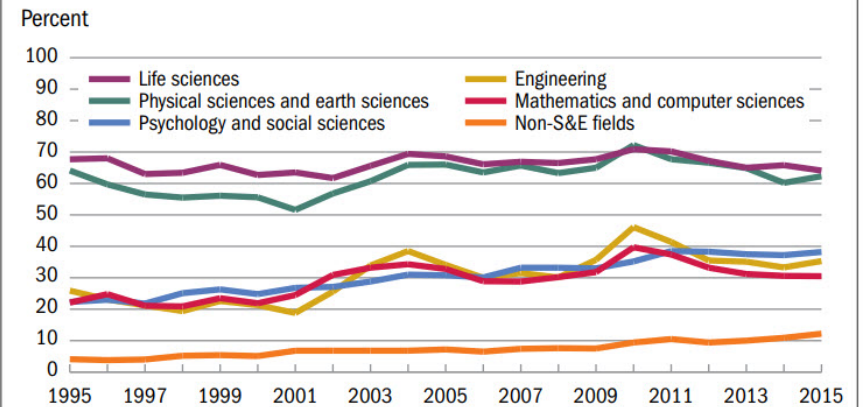
Associate Prof

Assistant Prof – Year 10

Finish PhD – Year 6

Graduate School – Year 0

U.S. postdoc rate for U.S. doctorate recipients, by broad field of study: 1995-2015



NOTE: Percentages are based on the number of doctorate recipients who reported definite postgraduation commitments for a postdoc or other employment in the coming year and plans to stay in the United States.

NSF, Survey of Earned Doctorates, 2017

Academic Time-Line



Prof – Year ?

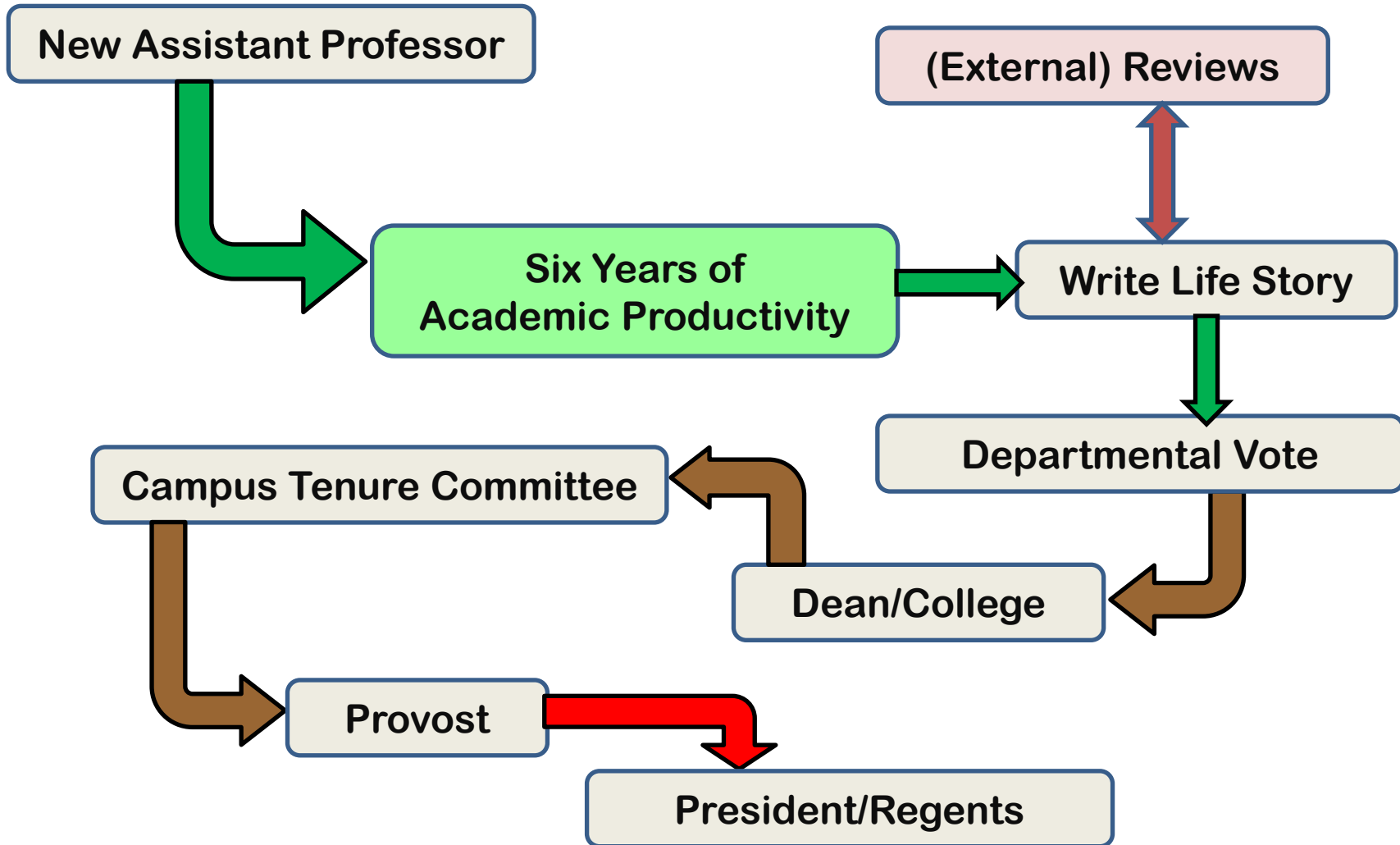
Associate Prof – Year 17

Assistant Prof – Year 10

Finish PhD – Year 6

Graduate School – Year 0

The Tenure Decision



“Academic Productivity”

- **Publications**
- **Money**
- **Collaborations**
- **Reputation**
- **Talks**
- **Student Mentoring**
- **Teaching**
- **Service**

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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**

What's the Need?

Estimated Number of Recruitments for Physics Departments, 2018–19 Academic Year

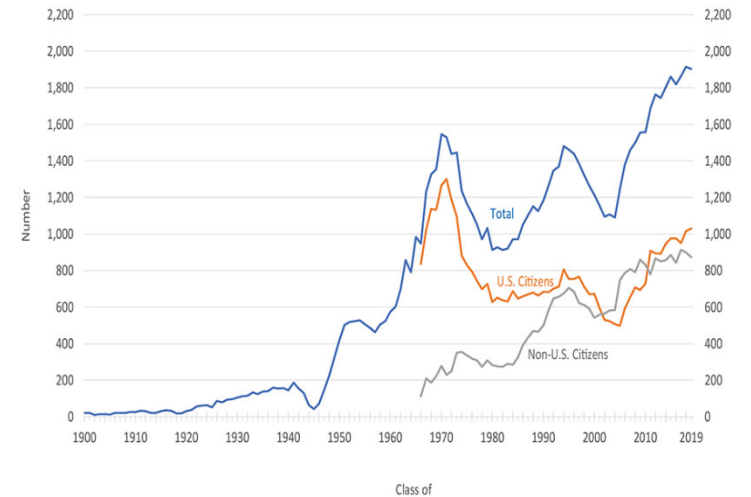
	Highest Physics Degree Offered			
	PhD	Master's	Bachelor's	Overall
Percent of Departments Recruiting	66%	51%	37%	45%
Number of Tenure/Tenure-Track Faculty Recruitments	215	31	123	369
Number of Temporary Full-Time Faculty Recruitments	27	8	102	137
Number of Non-Tenure-Track, Permanent Recruitments	34	6	25	65

Estimated Number of Faculty Departures in Physics Departments, 2016–17 Academic Year

	Highest Physics Degree Offered			
	PhD	Master's	Bachelor's	Overall
Number of Departures	202	31	138	371
Percent of Departures Among Faculty Members	3.4%	3.5%	3.8%	3.5%
Percent of Departments with Departures	61%	31%	25%	35%
Percent of Departing Faculty Members that Left Without Tenure	10%	15%	24%	16%
Total Headcount of Faculty Members	6,015	870	3,615	10,500

Note: The total headcount of faculty members is for the academic year of 2017–18. The total number of faculty members in this report differs from the total number reported in "The Number of Faculty Members in Physics Departments", which reported full-time equivalent (FTE) faculty totals, not headcount totals.

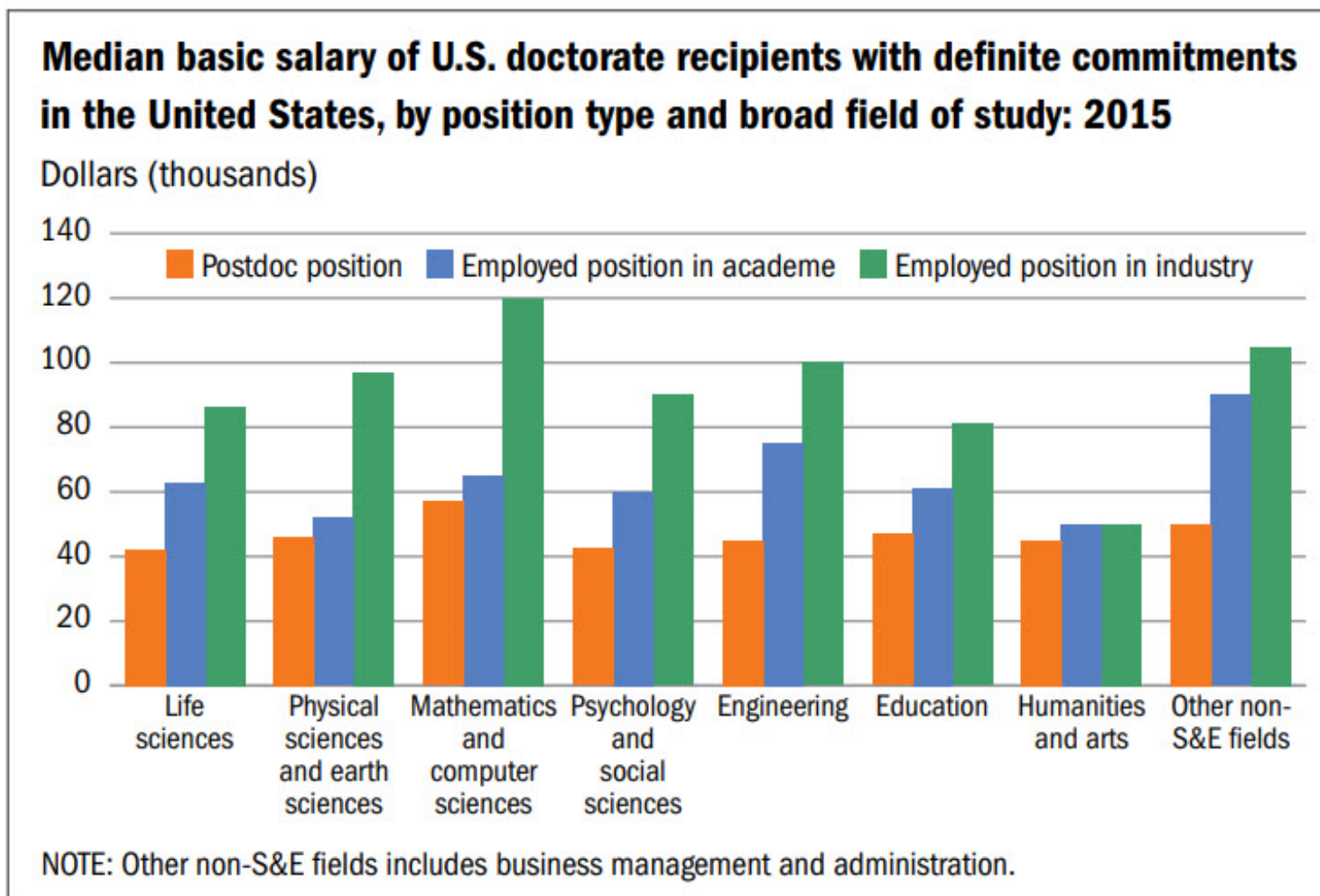
Physics PhDs Conferred in the US, 1900 through 2019



Sources: ACE (1900-1919), NAS (1920-1961), AIP (1962-2019)

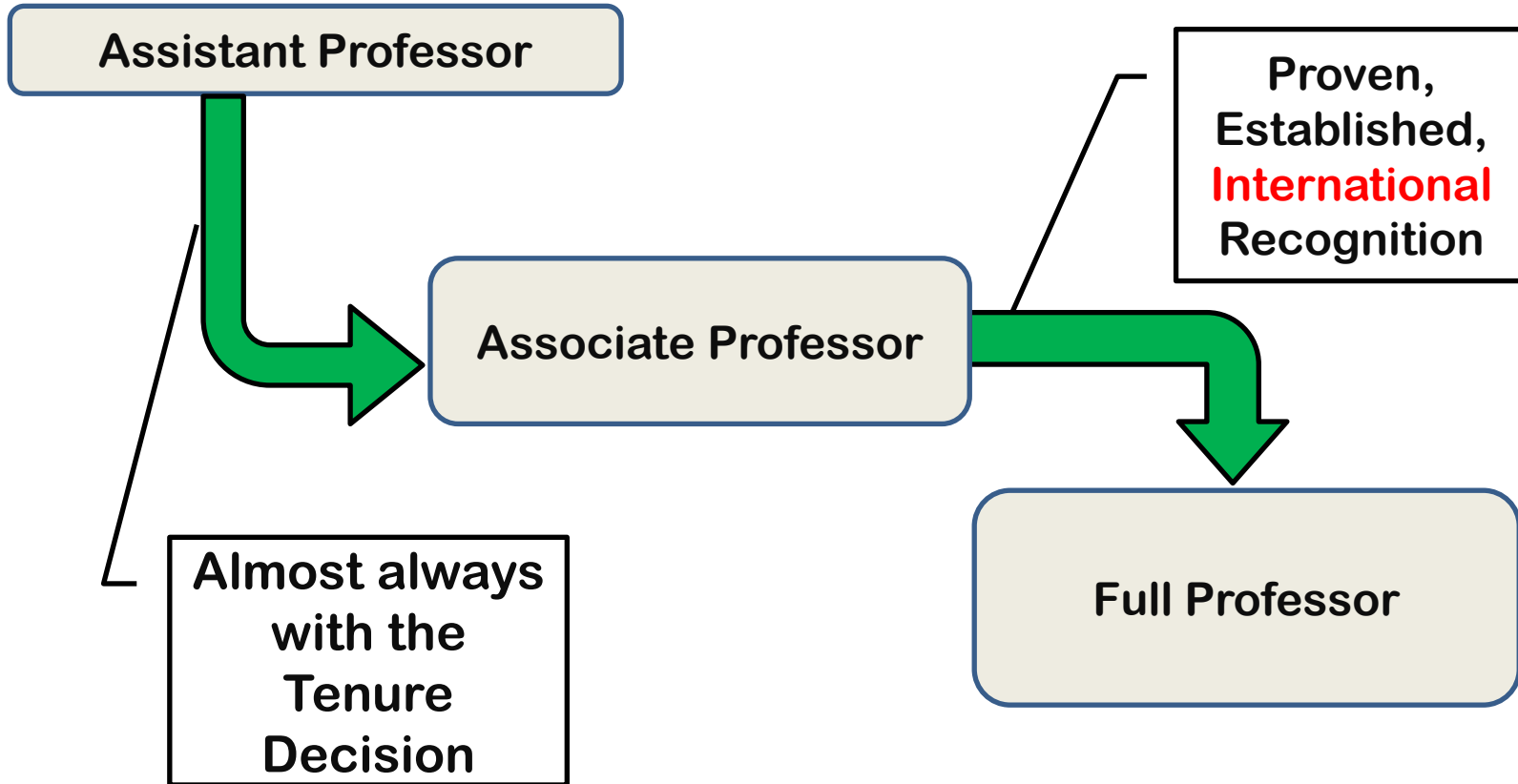
No Tenure, You Leave

Why do this???

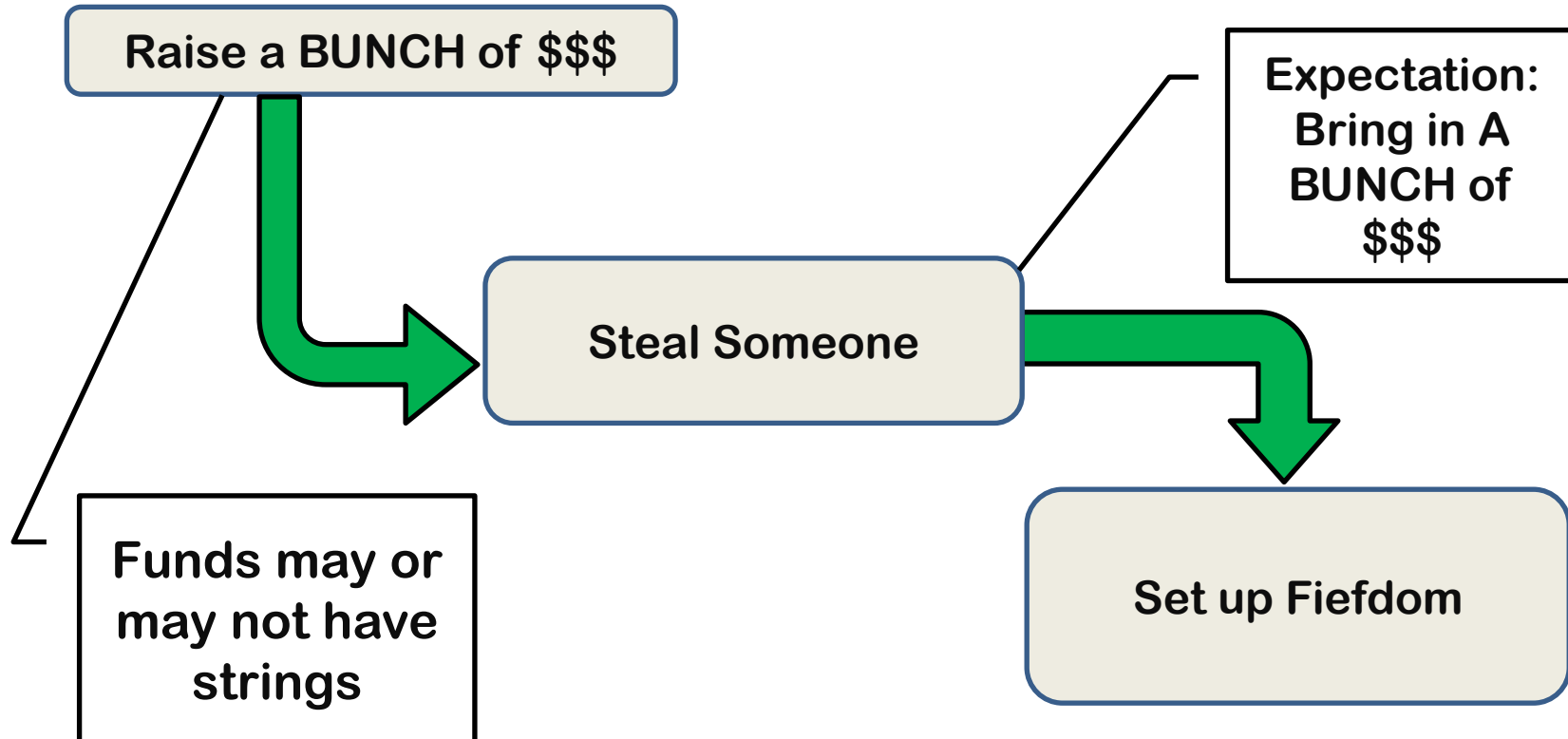


NSF, Survey of Earned Doctorates, 2017

After Tenure 1: Promotion



Endowed Professorship



Post-Tenure Academic Productivity

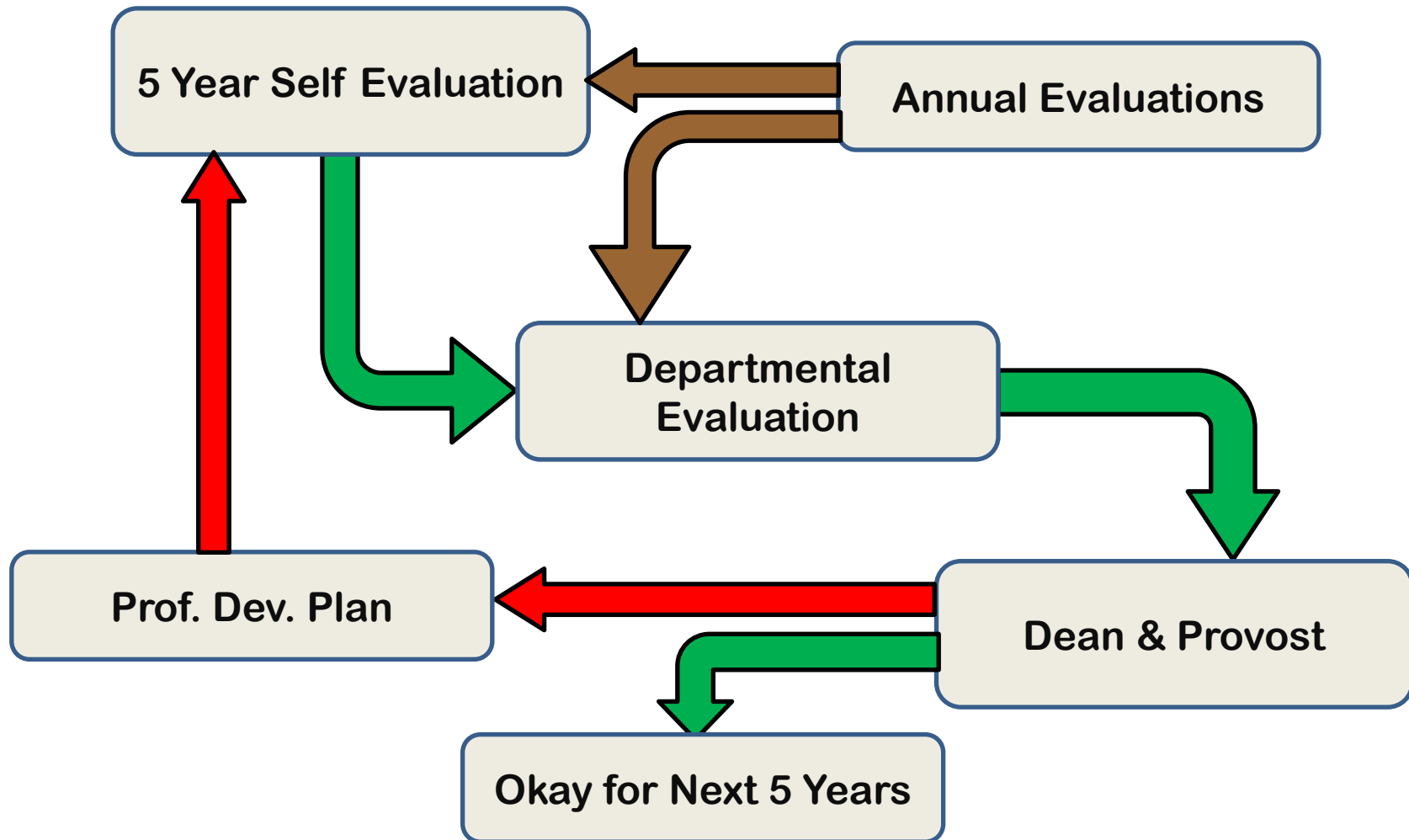
- **Papers**
- **Money**
- **Books**
- **International Talks**
- **Conference Committees**
- **Collaborations**
- **Disciplinary Service**
- **Public/Professional Service**
- **Leadership**
- **Instruction & Outreach**

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
- Post-Tenure Review

COVID

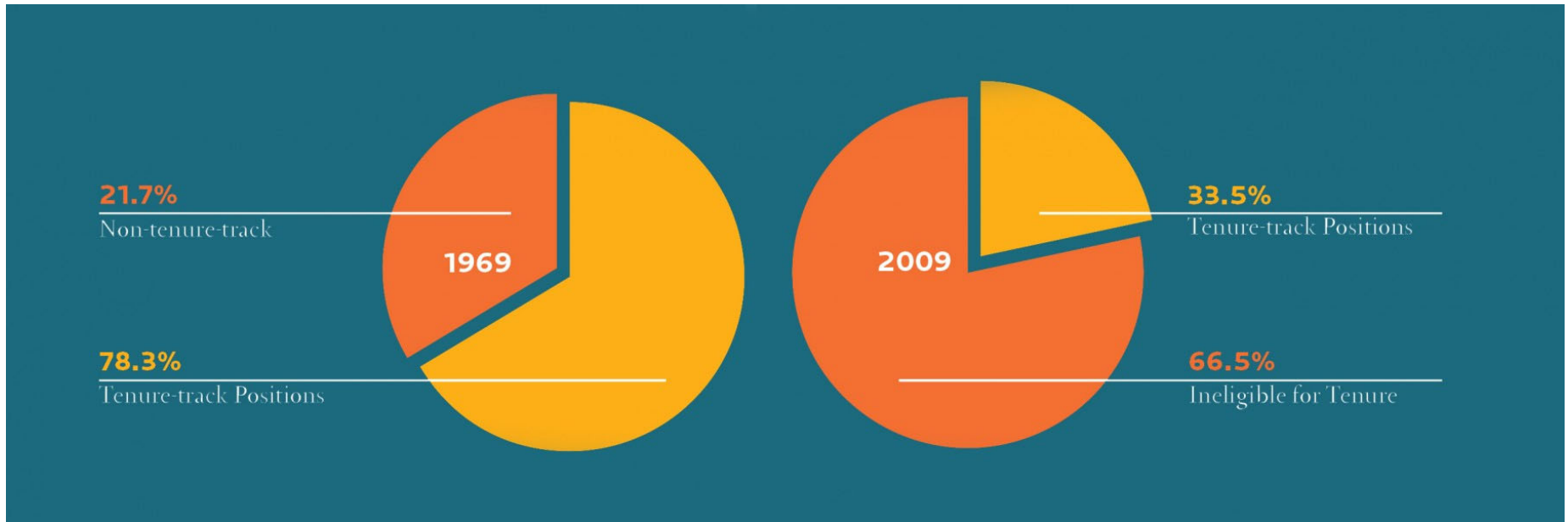
After Tenure 2: "PTR"



Teaching?



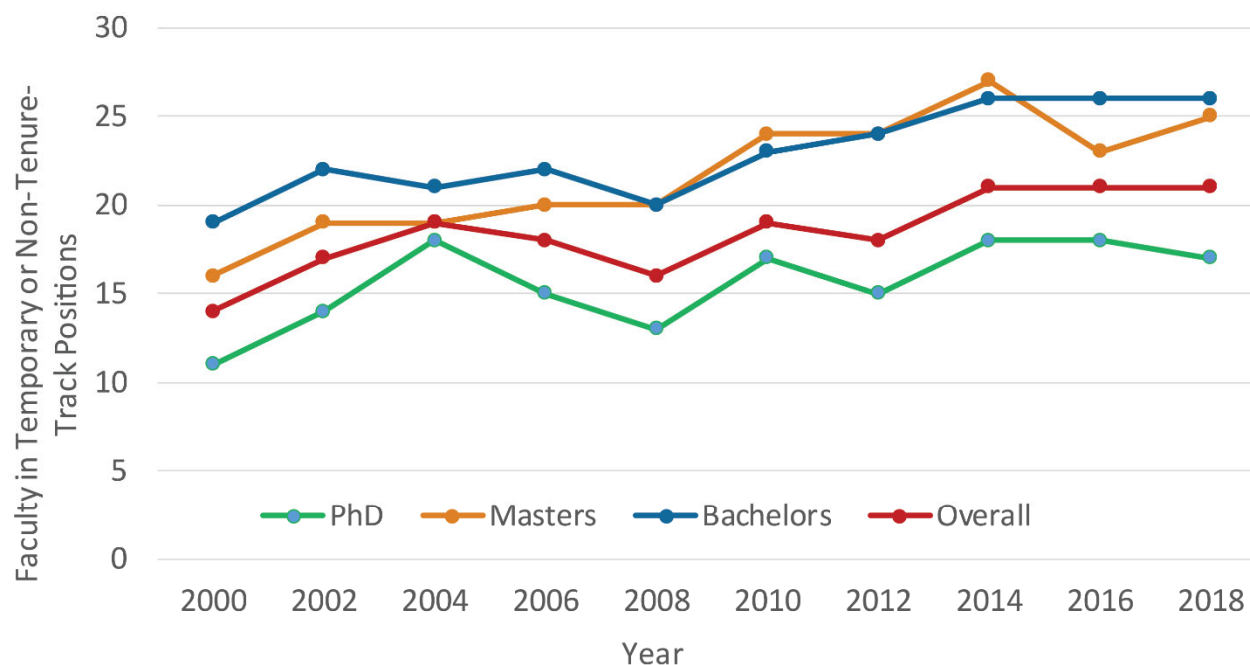
Direction of Tenure



“Trusteeship Magazine”,
May/June 2013

Tenure Details

Percent of Full-Time Equivalent Faculty Members Employed in Temporary or Non-Tenure-Track Permanent Positions by Highest Degree Awarded, 2000 - 2018



Tenure Details

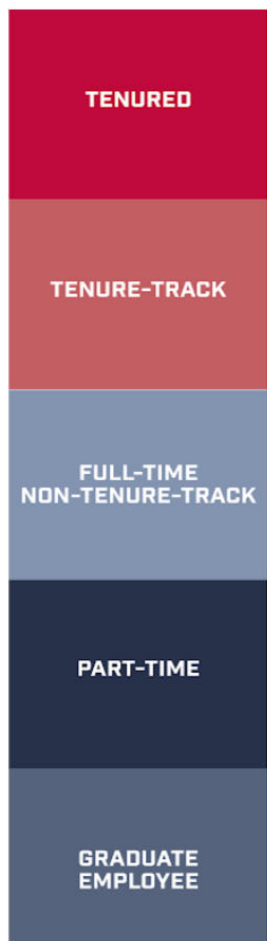
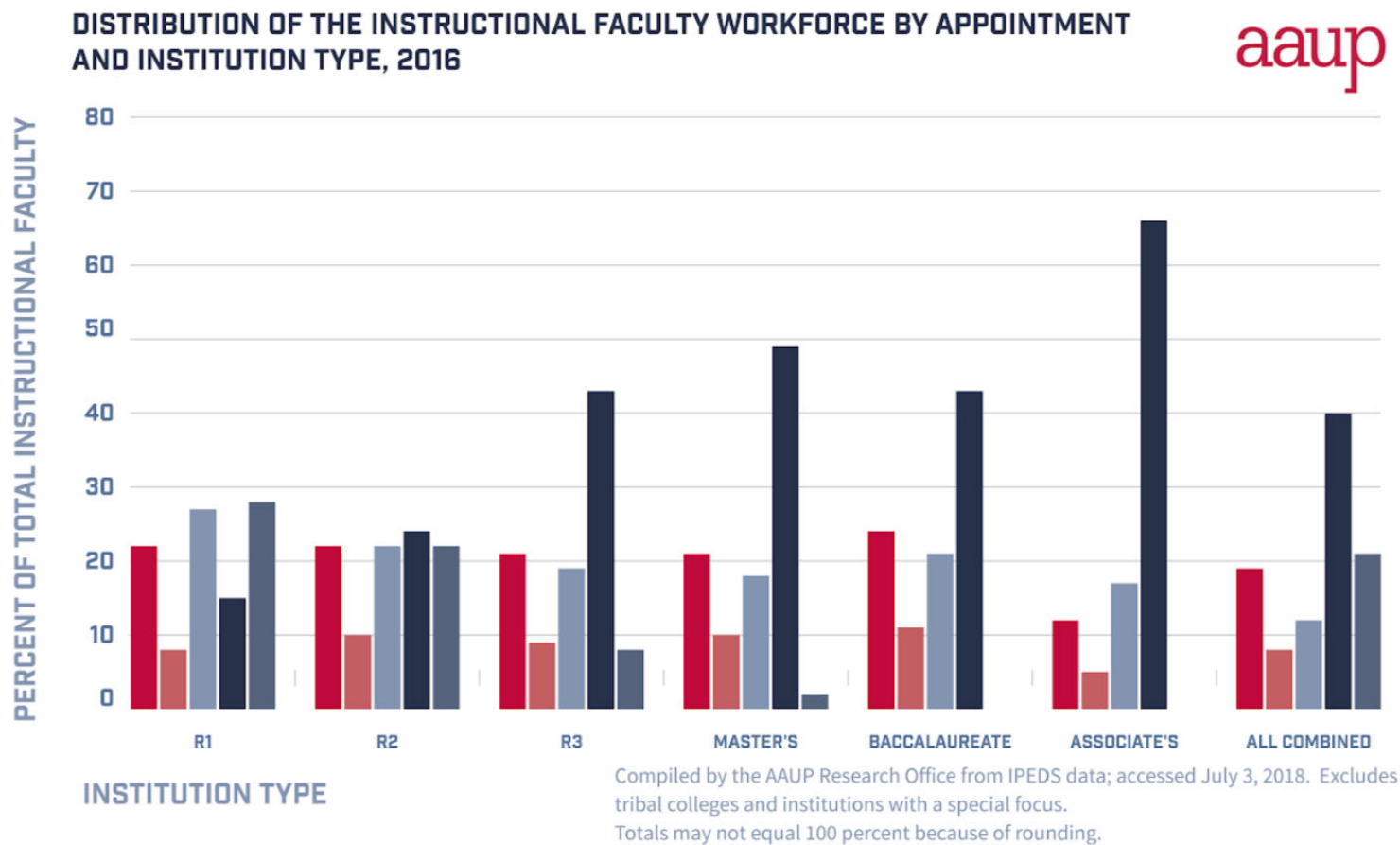


Figure 1



Academics – Who to Watch?

- Assistant Prof
- Associate Prof
- Professor
- Chair
- Dean
- Director
- Endowed Prof
- Endowed Chair
- Emeritus Prof
- Regent
- Trustee
- Grad Assistant
- Instructor
- President
- Chancellor
- Provost
- Renewable Term Prof
- Adjunct Prof
- Research Prof
- Vice Pres., Res.
- Vice Pres., Admin

Academics – Who Needs Help?

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