

Academic Life: Tenure, Promotion, & More

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

Open your Chat:

Do you now have, or have you had in the past, an “Academic” position?

(Asst/Assoc/Full Prof., Research Prof., Adjunct/Instructor, Postdoc, etc.)

If so, describe briefly.

Academic Vocabulary Test

- Assistant Prof
- Associate Prof
- Full 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
- VP, Research
- VP, Admin
- CIO

President/Chancellor/etc.
Provost (Academic VP)
VP Research, VP Admin, CIO, ...
Dean (“College”)

Trustees
Regents ...

“Soft” Money

Dept. Chair/Director
Endowed Prof/Chair
(Full) Professor
Associate Prof
Assistant Prof
~Renew. Term Prof~

“Hard” Money

Research Professor
Research Scientist
Renew. Term Prof.
Post Doctoral
Researcher
Grad Res Assistant
Instructor
Adjunct Instructor

The “Tenure Track”



Chat: Define Academic Tenure

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: PhD?



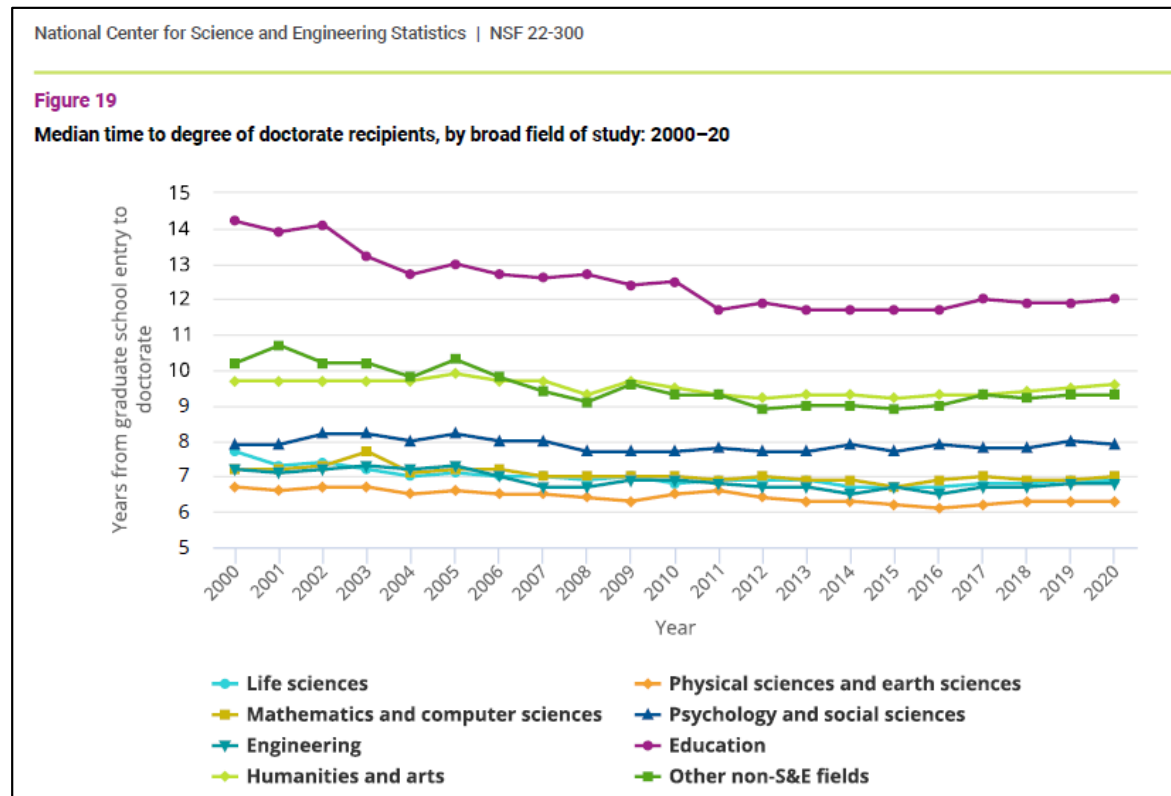
Prof

Assoc Prof

Asst Prof

Finish PhD – Year 6

Graduate School – Year 0



NSF, Survey of Earned Doctorates, 2022

Academic Time-Line: Start Tenure?



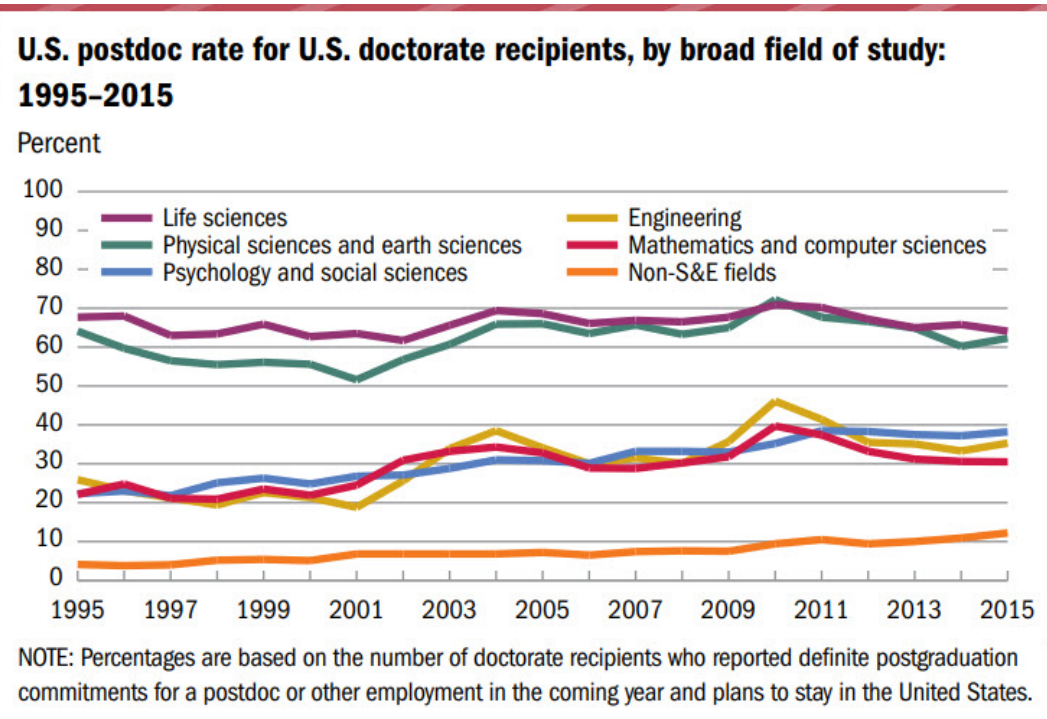
Prof

Assoc Prof

Asst Prof – Year 10

Finish PhD – Year 6

Graduate School – Year 0



NSF, Survey of Earned Doctorates, 2017

Academic Time-Line: Tenured?



Prof

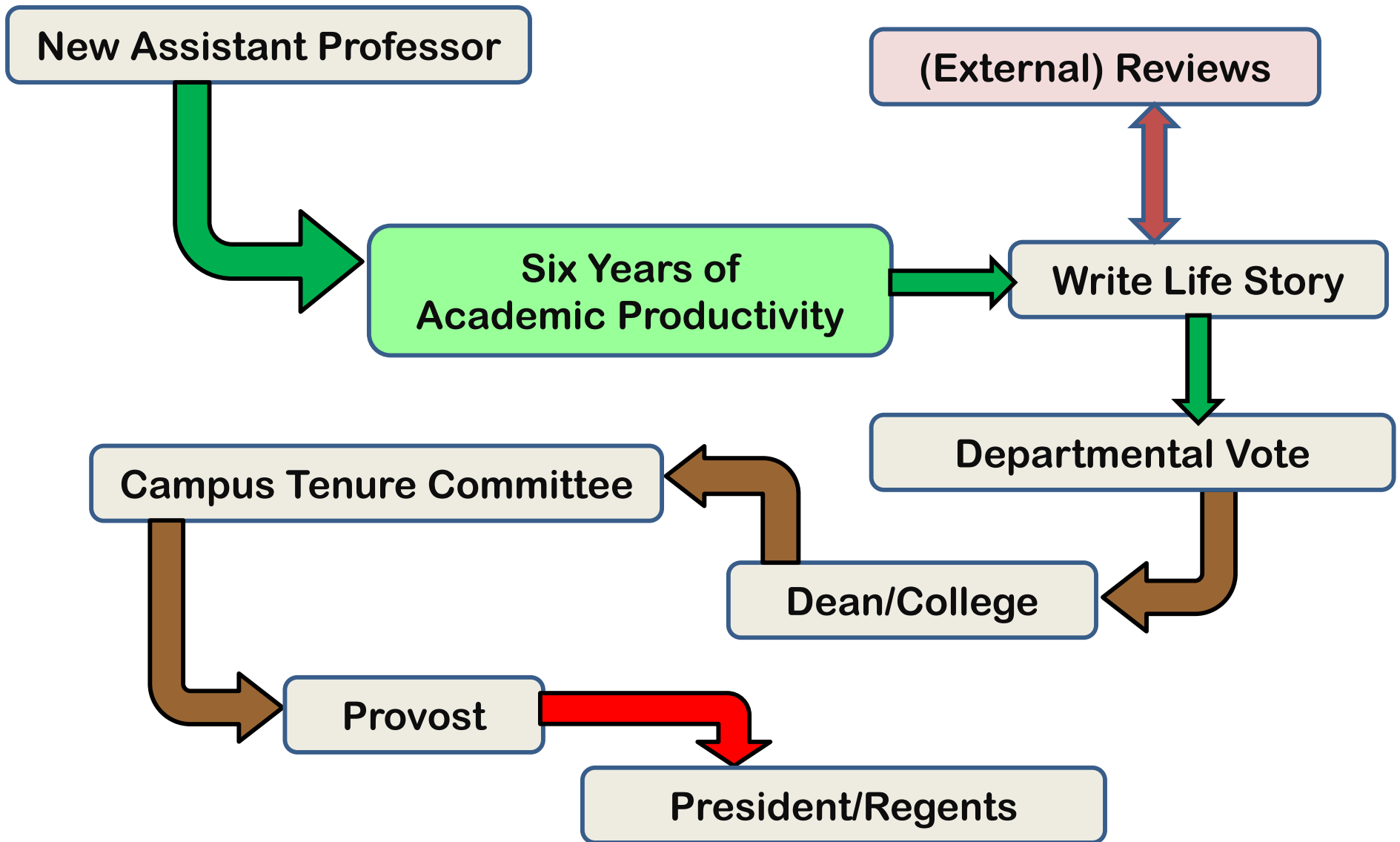
Associate Prof – Year 17, Tenured (~40 yr old)

Assistant Prof – Year 10

Finish PhD – Year 6

Graduate School – Year 0

The Tenure Decision



“Academic Productivity”

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

“Academic Productivity”

- **Publications**
- **Money (10 - 20% chance)**
- **Patents**
- **Collaborations**
- **Reputation**
- **Talks (Invited)**
- **Student Mentoring**
- **Teaching**
- **Service**

Researchers are Focused!

- **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

AIP | Statistics

aip.org/statistics

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

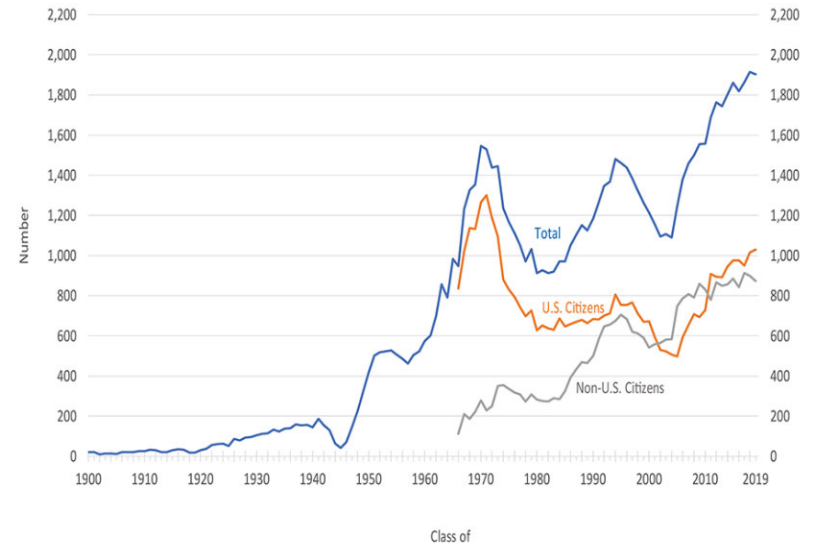
	Highest Physics Degree Offered			
	PhD	Master's	Bachelor's	Overall
Number of Departures	202	31	138	371
Percent of Departures Among Faculty Members	3.4%	3.5%	3.8%	3.5%
Percent of Departments with Departures	61%	31%	25%	35%
Percent of Departing Faculty Members that Left Without Tenure	10%	15%	24%	16%
Total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

AIP | Statistics

aip.org/statistics

Physics PhDs Conferred in the US, 1900 through 2019

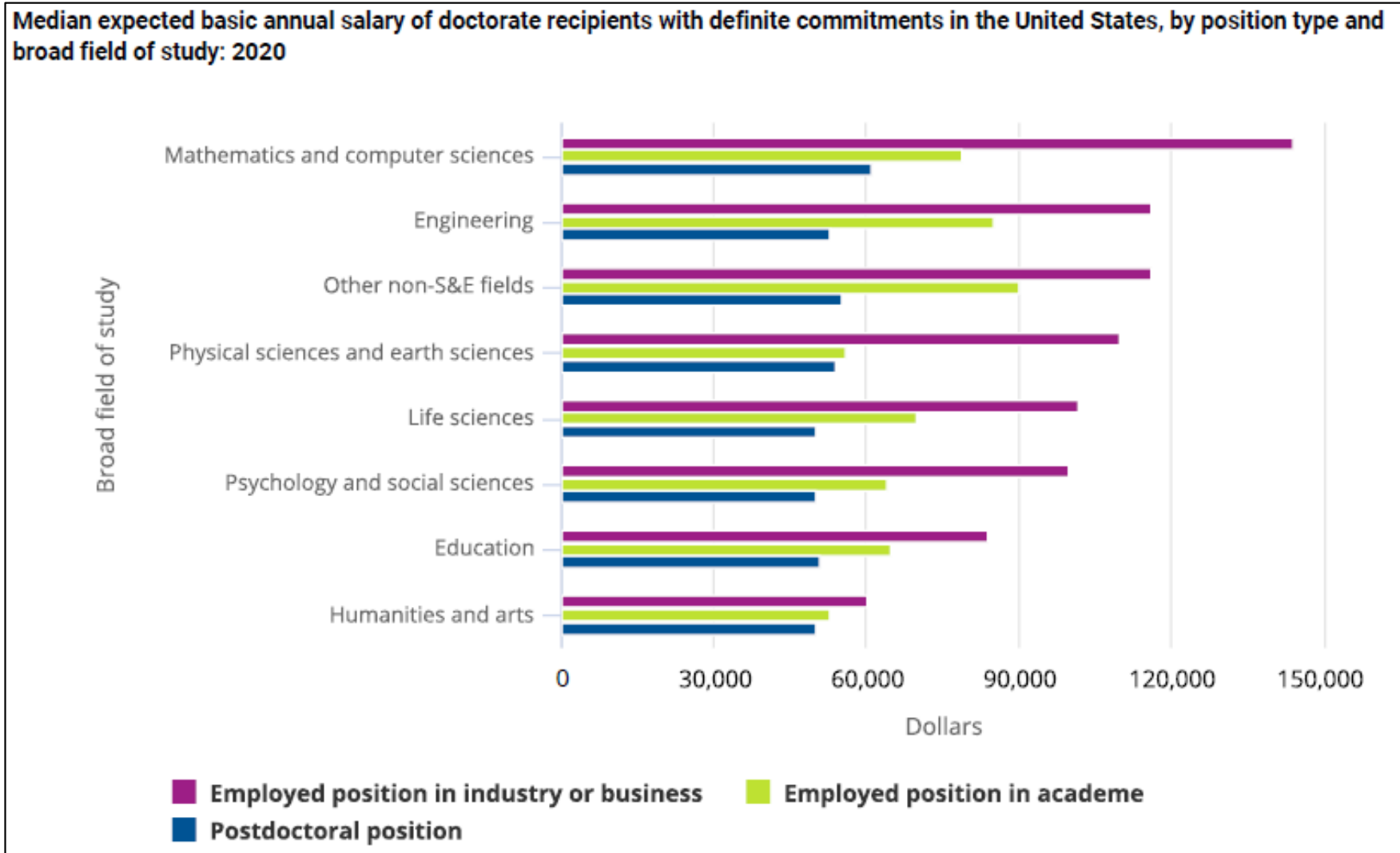


Sources: ACE (1900-1919), NAS (1920-1961), AIP (1962-2019)

AIP | Statistics

aip.org/statistics

No Tenure, You Leave: Why do this???



NSF, Survey of Earned Doctorates, 2022

Independence, Education/Teaching, Prestige, No Imagination, ...

Academic Time-Line: “Full”?



Prof – Year ?

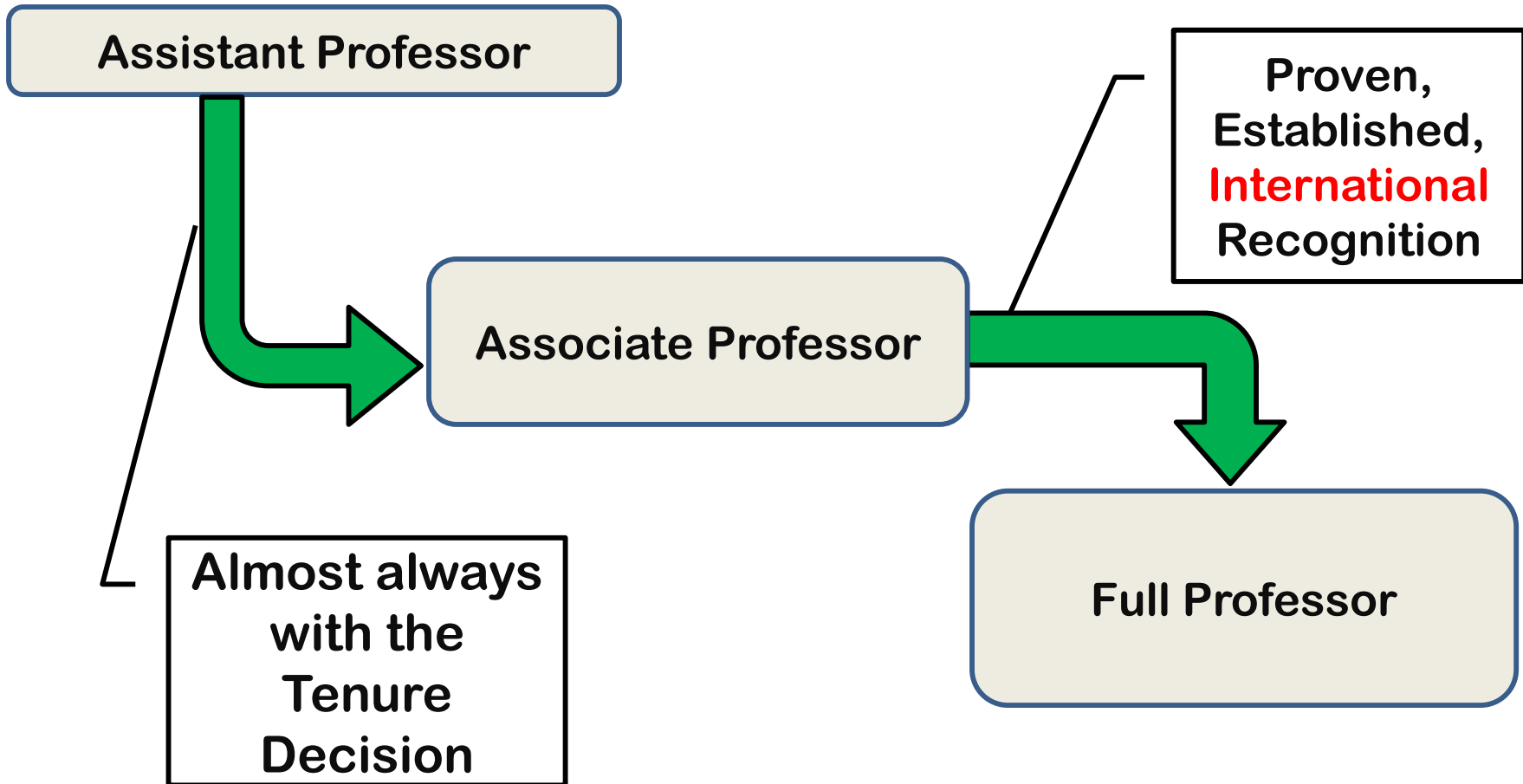
Associate Prof – Year 17, Tenured

Assistant Prof – Year 10

Finish PhD – Year 6

Graduate School – Year 0

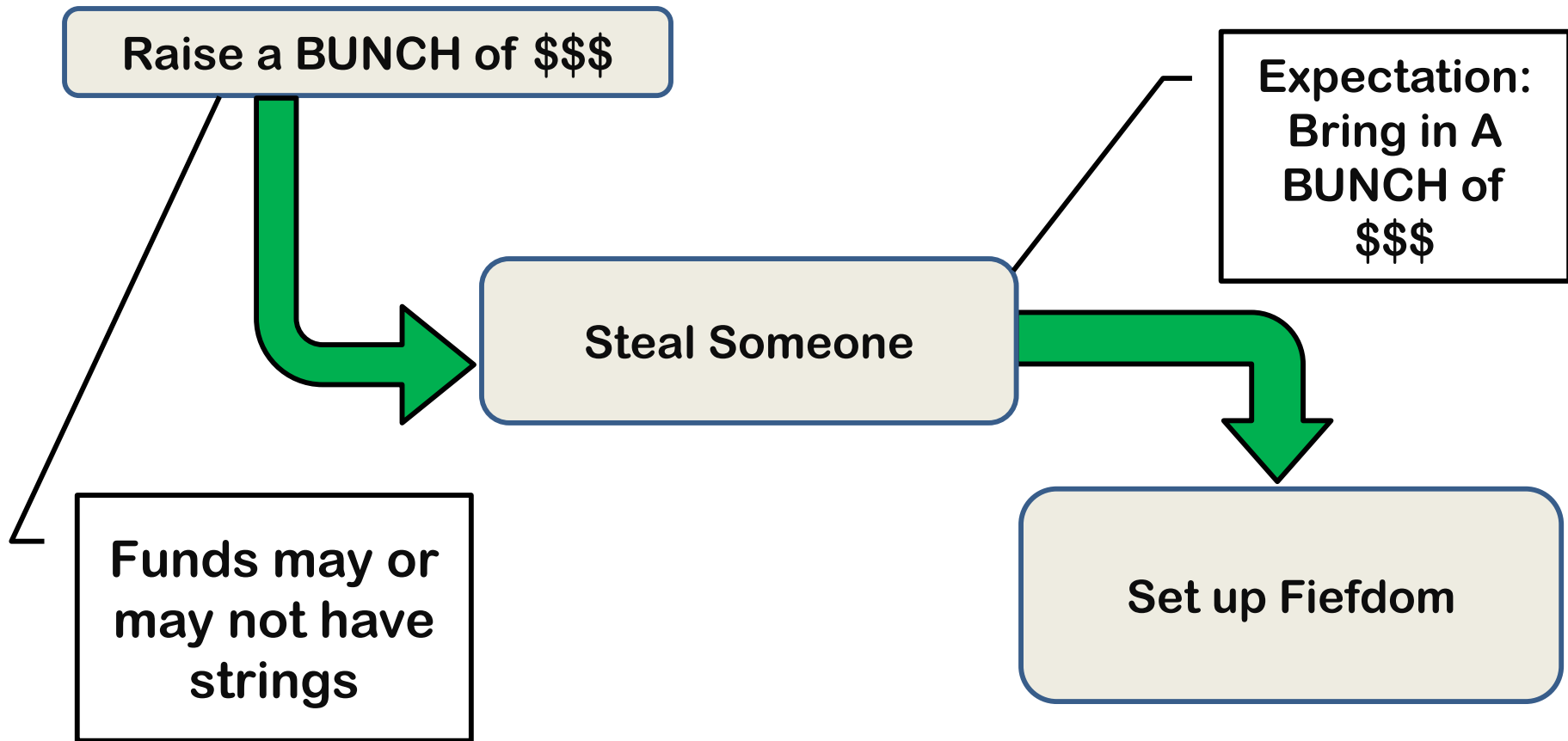
After Tenure 1: Promotion



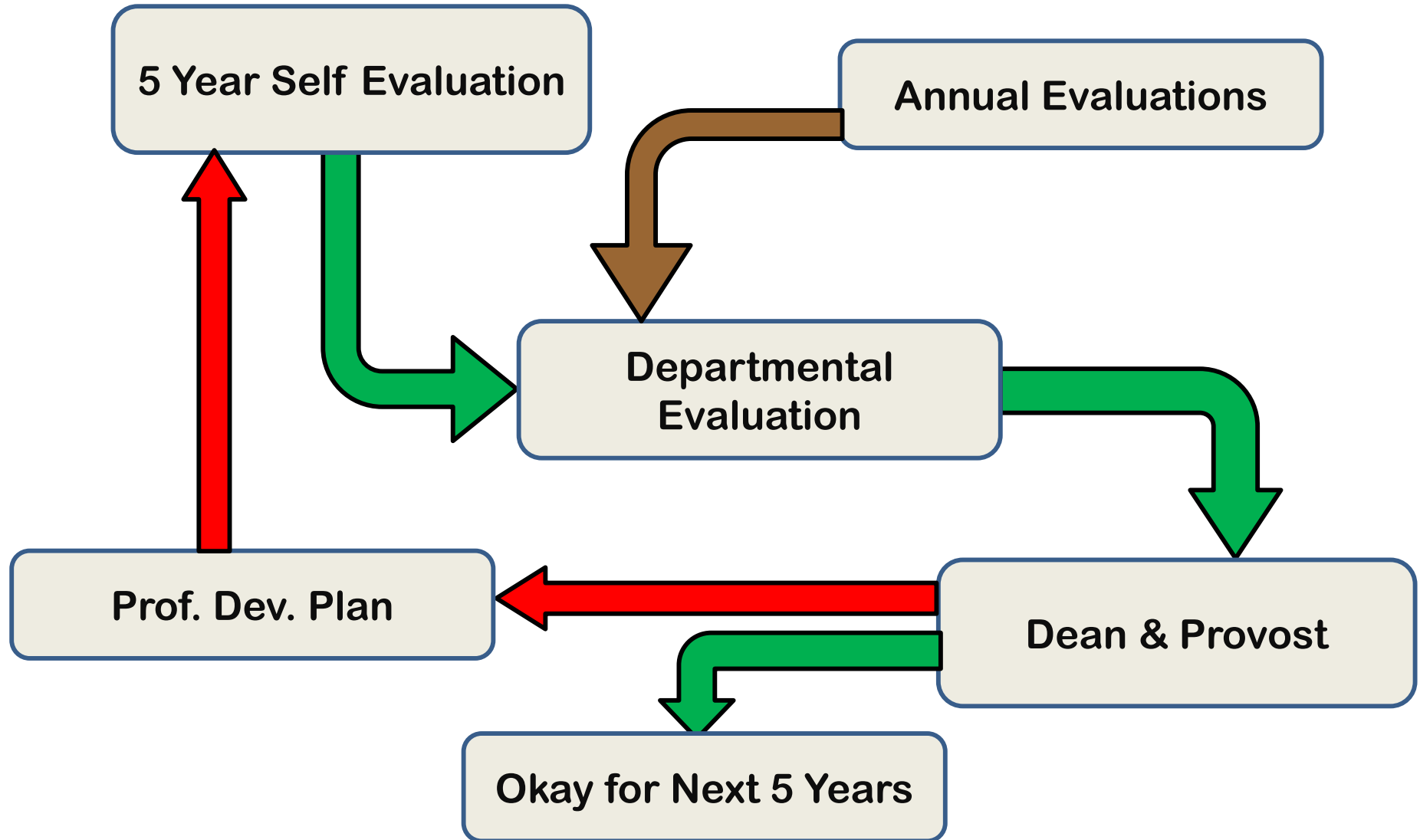
Post-Tenure Academic Productivity

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

Endowed Professorships



After Tenure 2: Post Tenure Review (Continuing Production)



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

Teaching?



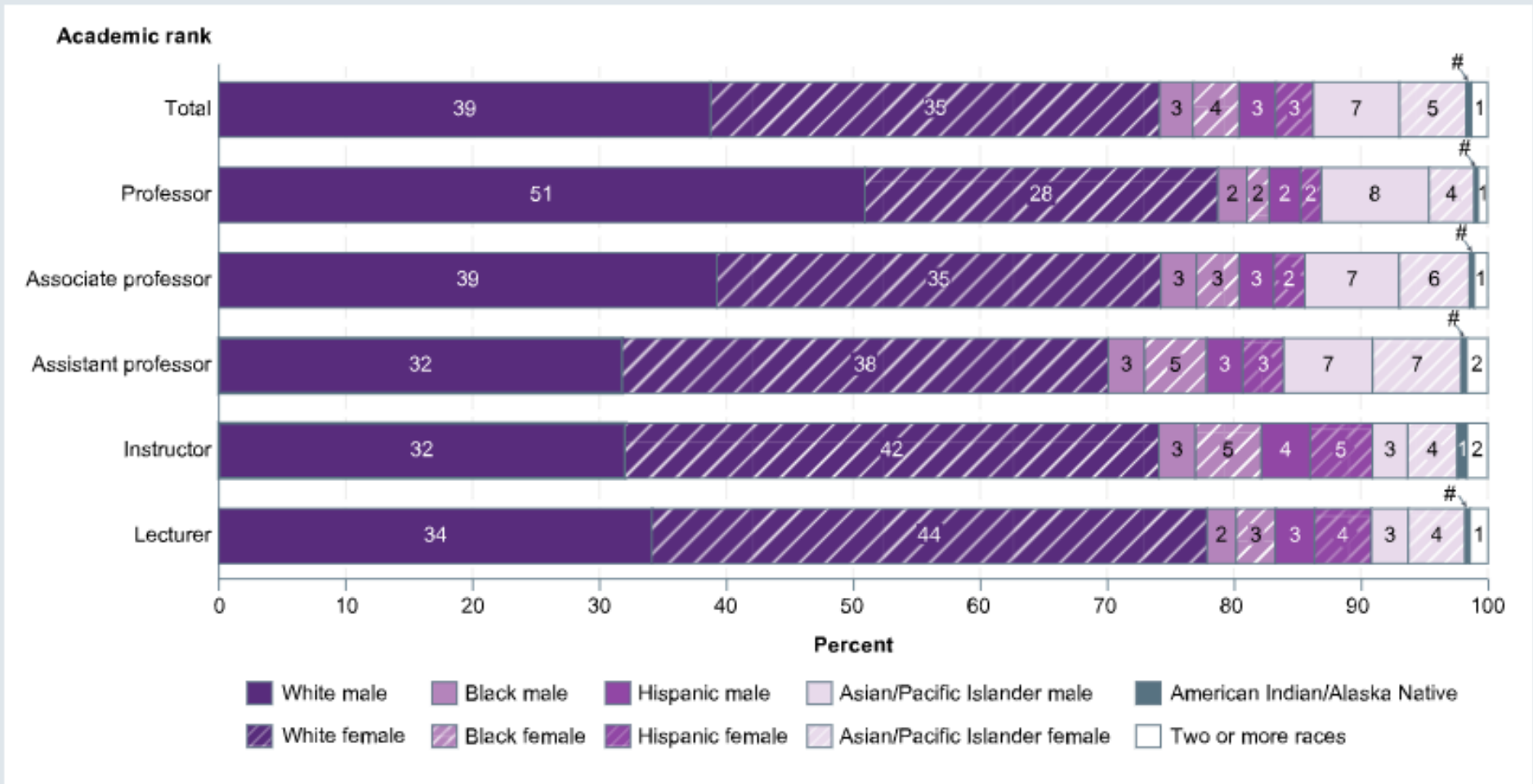
General Dedication

“Professors of Practice”



Diversity?

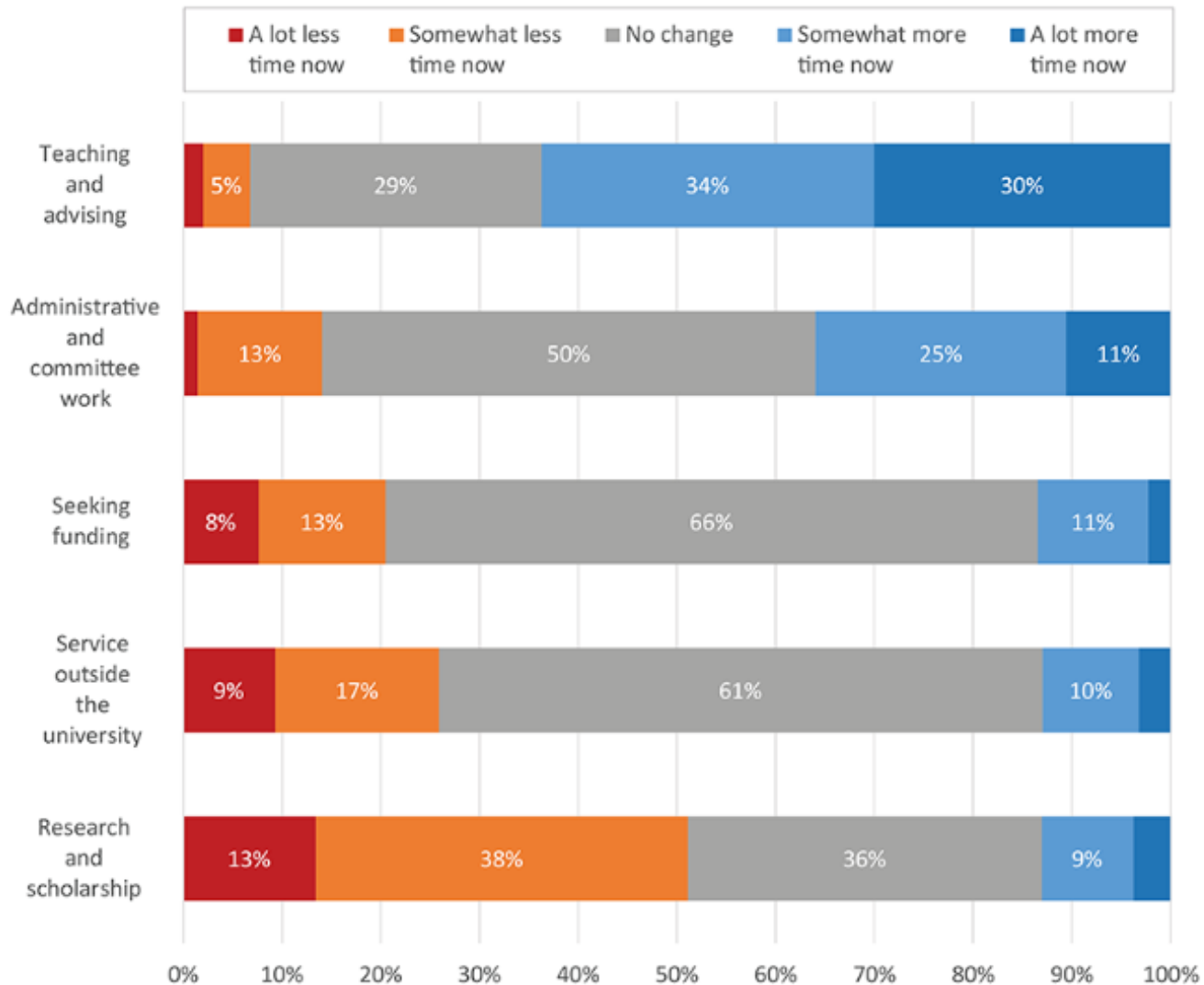
Figure 3: For each academic rank, percentage distribution of full-time faculty in degree-granting postsecondary institutions, by race/ethnicity and sex: Fall 2020



Rounds to zero.

COVID?

Changes in Time Allocation Compared to Before the COVID-19 Pandemic for Full-Time Physics and Astronomy Faculty Members in PhD-Granting Departments, Spring 2021



Impact:

- Shift in efforts
- More on Women & Under-rep. Groups
- Changing collaborations
- Access to resources

“Post Covid”:

- Positive change in flexibility
- New Expectations

Change in Status: Fewer Tenured

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

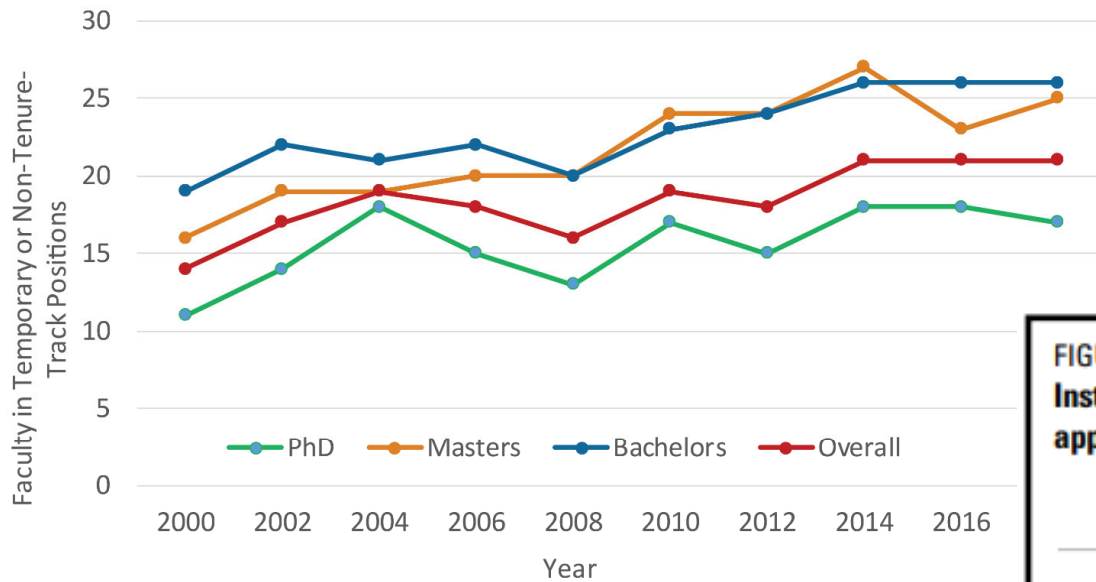
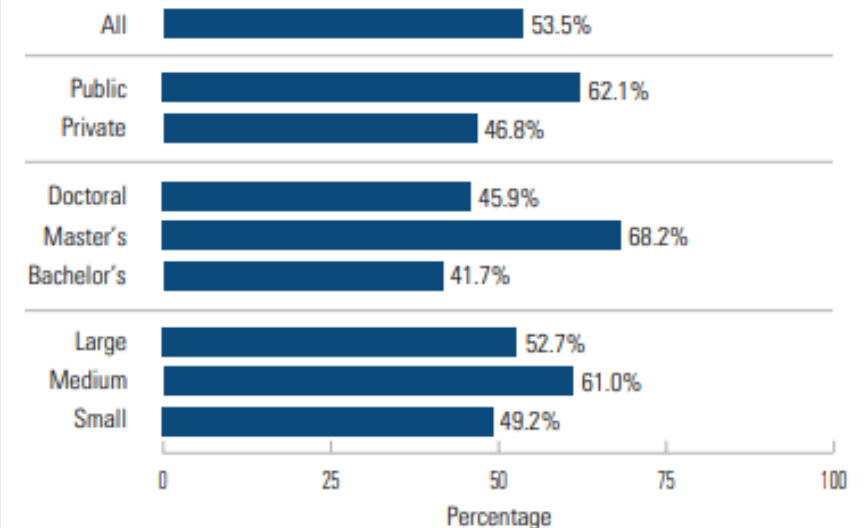


FIGURE 7

Institutions that have replaced tenure lines with contingent appointments in the last five years

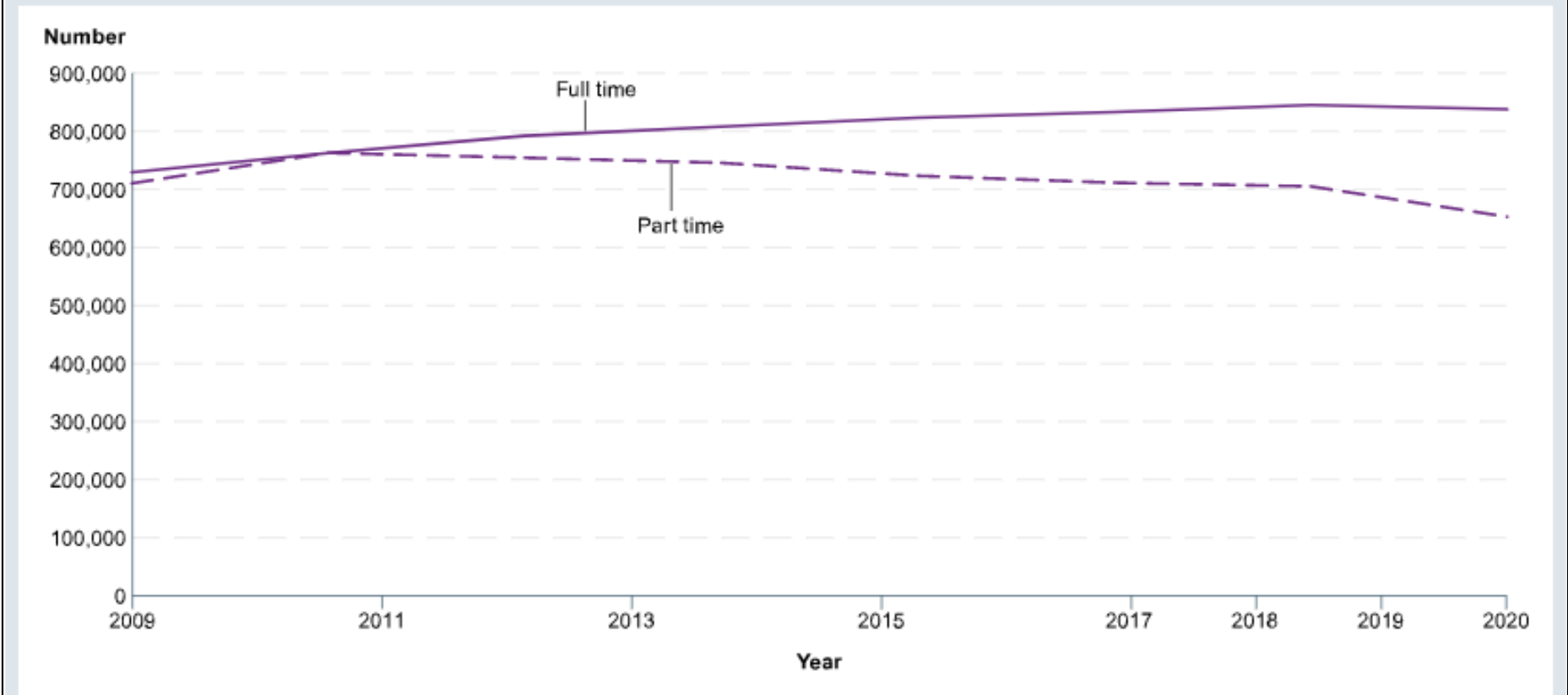


Source: 2022 AAUP Tenure Survey.

Note: Findings are from four-year institutions with a tenure system.

Change in Status: Fewer Part Time

Figure 1: Number of faculty in degree-granting postsecondary institutions, by employment status: Selected years, fall 2009 through fall 2020



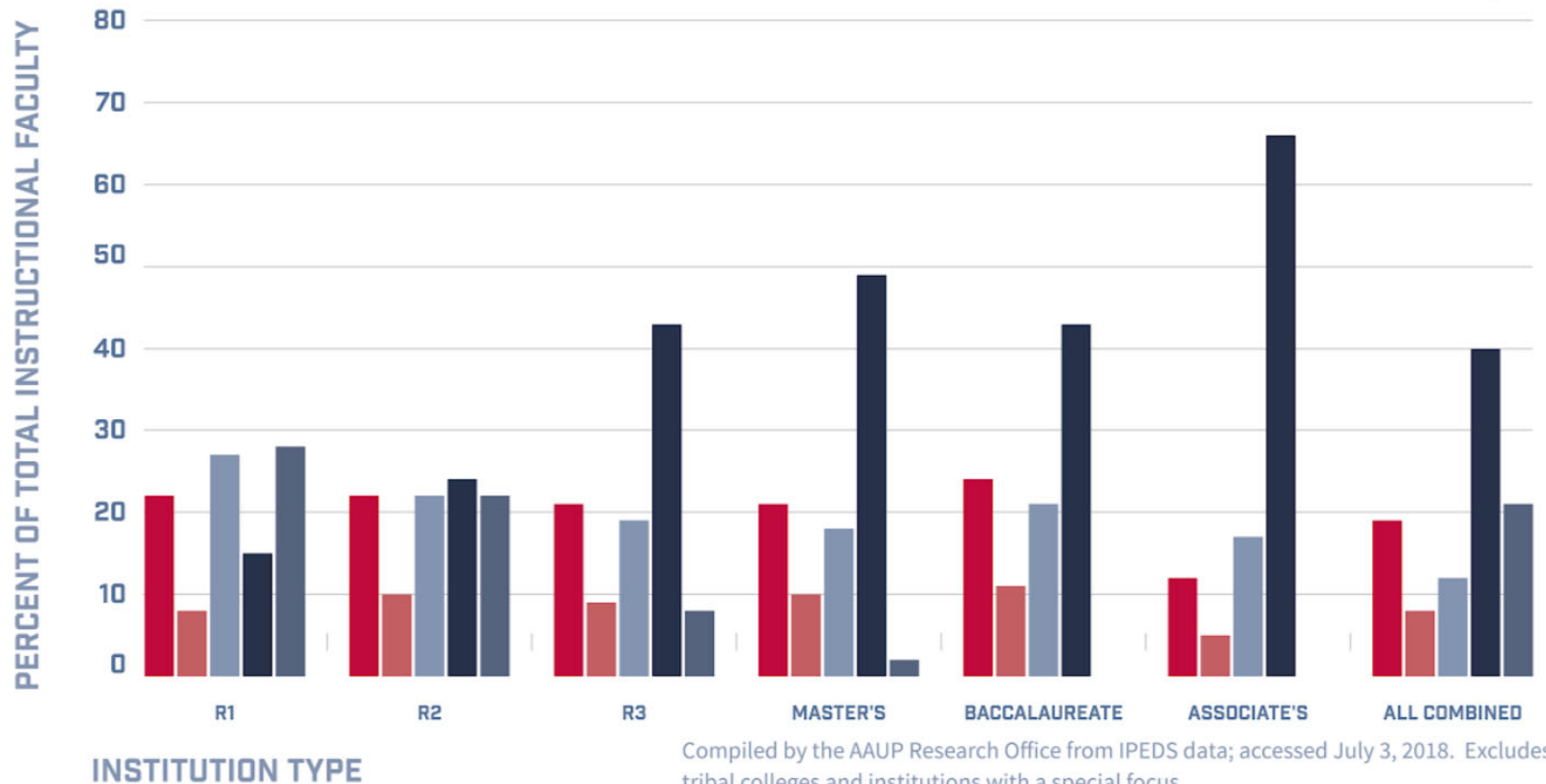
National Center for Education Statistics, 2021

Tenure Numbers



Figure 1

DISTRIBUTION OF THE INSTRUCTIONAL FACULTY WORKFORCE BY APPOINTMENT AND INSTITUTION TYPE, 2016



Compiled by the AAUP Research Office from IPEDS data; accessed July 3, 2018. Excludes tribal colleges and institutions with a special focus. Totals may not equal 100 percent because of rounding.

AAUP 2016

Change or Remove Tenure

- **Florida**
- **Georgia**
- **South Carolina**
- **Iowa**
- **Wisconsin**
- ...

Who do you need to watch out for?

- Assistant Prof
- Associate Prof
- Full 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
- VP, Research
- VP, Admin
- CIO

Who do you need to help?

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