

# **Academic Life: Tenure, Promotion, & More**

- **University-ese Vocabulary**
- **Tenure – What, How, Why**
- **Why are faculty so ...**
- **Pressures on current practices**

**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.

If not, what is/are your job title(s)?

# Academic Vocabulary Test

- Assistant Prof
- Associate Prof
- Full Professor
- Department 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**

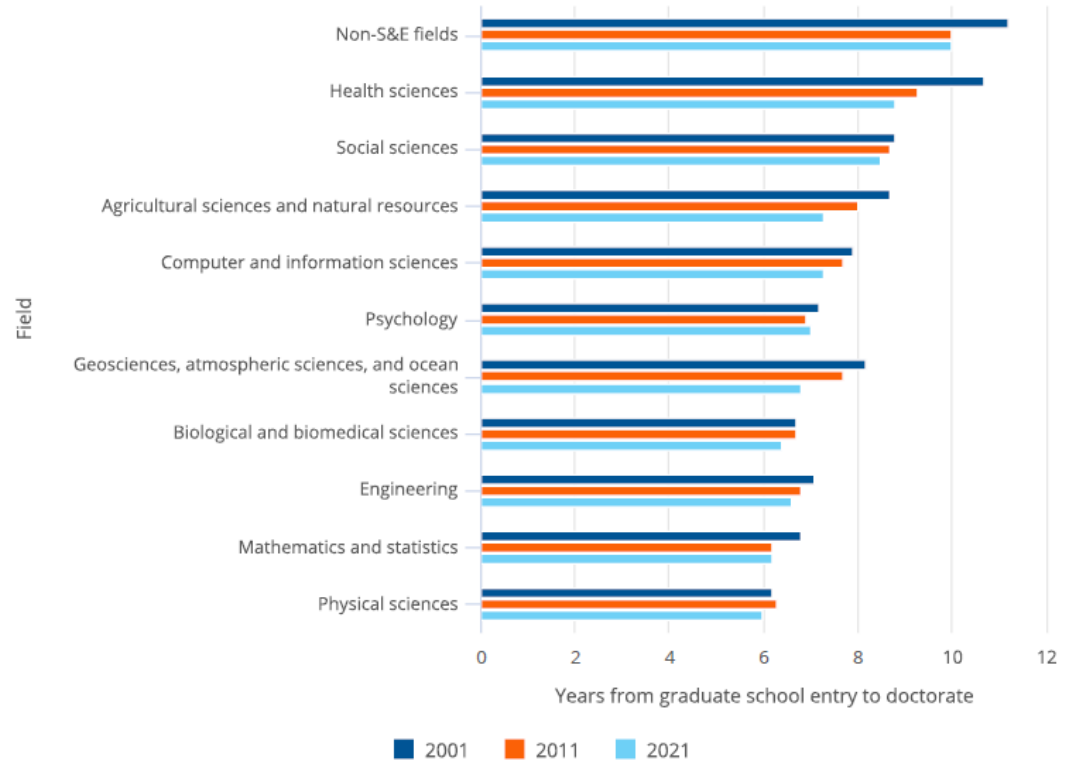
**Asst Prof**

**Finish PhD – Year 6**

**Graduate School – Year 0**

**Figure 19**

**Median time to degree of doctorate recipients, by broad field: 2001–21**



S&E = science and engineering.

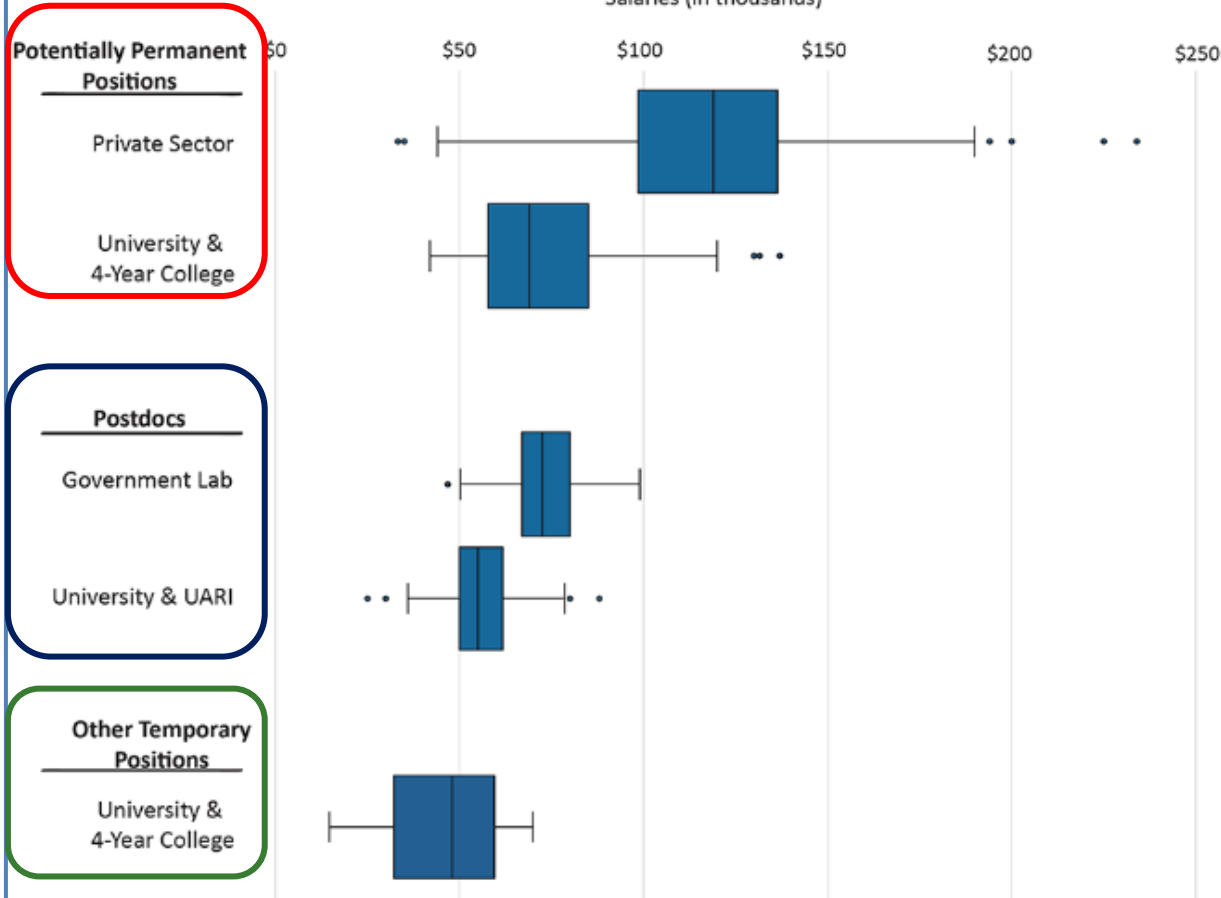
Source(s):

National Center for Science and Engineering Statistics, Survey of Earned Doctorates, 2021. Related detailed table 1-12 and table 3-6.

# Physics Ph.D. Starting Salaries

Starting Salaries for New Physics PhDs, Classes of 2019 & 2020 Combined

Salaries (in thousands)



Permanent

Postdoc  
Temporary

Other  
Temporary



# Academic Time-Line: Start Tenure?

**Prof**

**Assoc Prof**

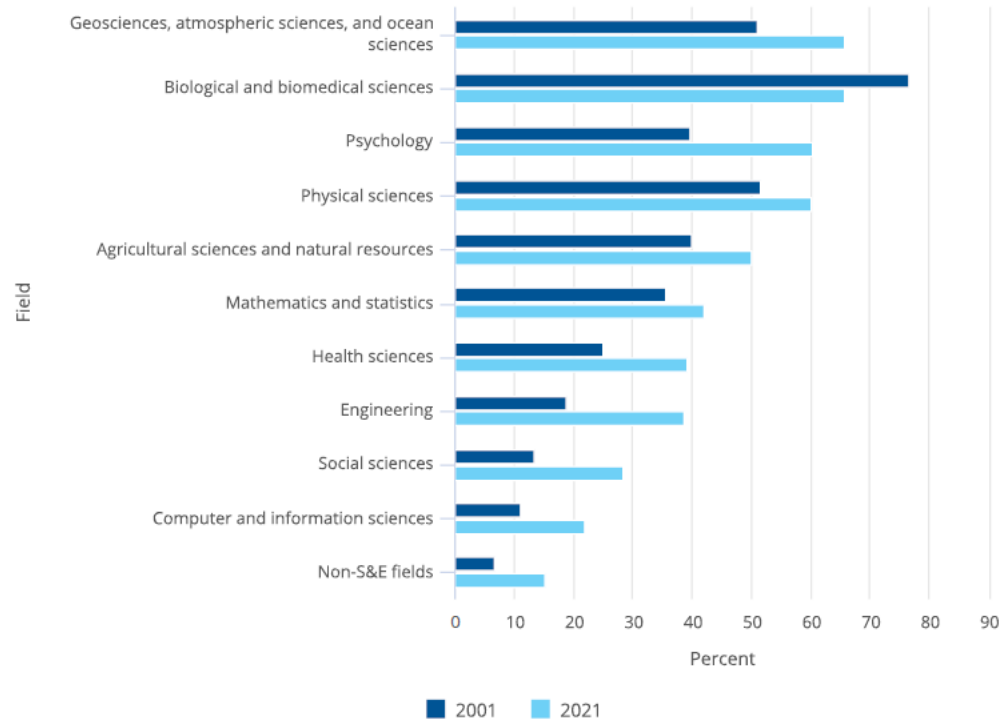
**Asst Prof – Year 10**

**Finish PhD – Year 6**

**Graduate School – Year 0**

Figure 23

U.S. postdoctorate rate for doctorate recipients, by broad field: 2001 and 2021



S&E = science and engineering.

# Academic Time-Line: Tenured?



**Prof**

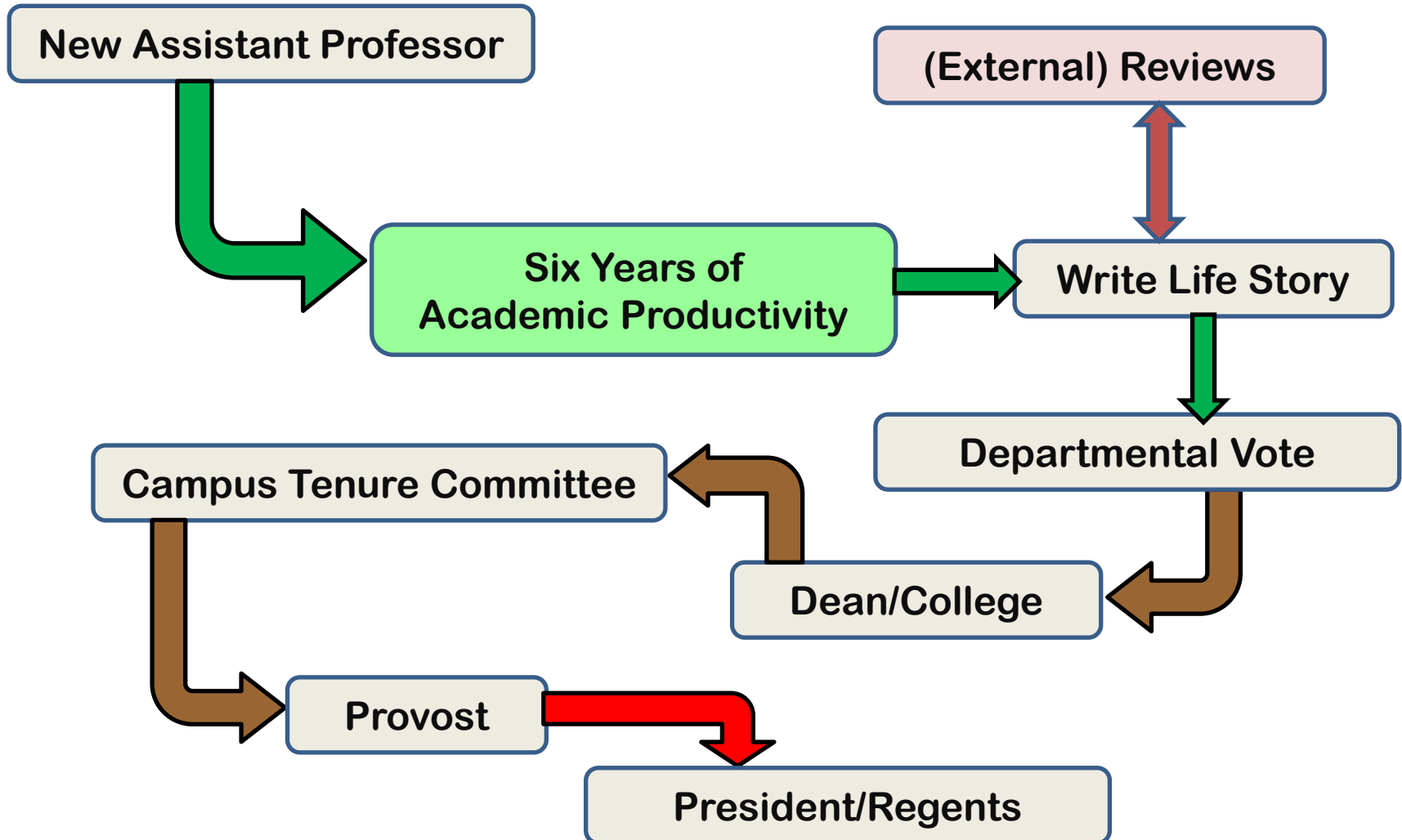
**Associate Prof – Year 17, Tenured (~40 yr old)**

**Assistant Prof – Year 10**

**Finish PhD – Year 6**

**Graduate School – Year 0**

# The Tenure Decision



# **“Academic Productivity”**

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

# **“Academic Productivity”**

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

# “Academic Productivity”

- Publications (5% - 50%)
- Money (20 - 40% chance)

Org (Drill to Next Level)	FY	Number of Proposals	Number of Awards	Funding Rate
<b>NSF</b>	<b>2023</b>	<b>38,338</b>	<b>11,058</b>	<b>29%</b>
▼ <a href="#">BIO</a>	2023	4,209	1,015	24%
▼ <a href="#">CSE</a>	2023	6,383	1,829	29%
▼ <a href="#">EDU</a>	2023	3,660	987	27%
▼ <a href="#">ENG</a>	2023	6,009	1,506	25%
▼ <a href="#">GEO</a>	2023	2,948	1,305	44%
▼ <a href="#">MPS</a>	2023	7,581	2,479	33%
▼ <a href="#">O/D</a>	2023	844	207	25%
▼ <a href="#">SBE</a>	2023	3,302	753	23%
▼ <a href="#">TIP</a>	2023	3,402	977	29%

**NIH : 24%**  
**NEH: 16%**

# 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

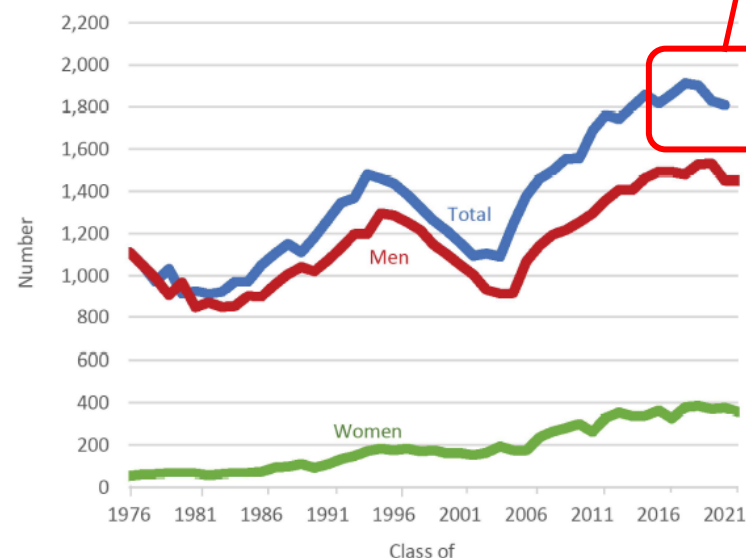
~370

2021

AIP Statistics

[aip.org/statistics](http://aip.org/statistics)

Number of Doctorates Earned in Physics, Classes 1976 through 2021



Physics departments reported 0.1% of their physics doctorate recipients in the class of 2021 identify as a gender other than man or woman.

AIP Statistics

[aip.org/statistics](http://aip.org/statistics)

~60

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

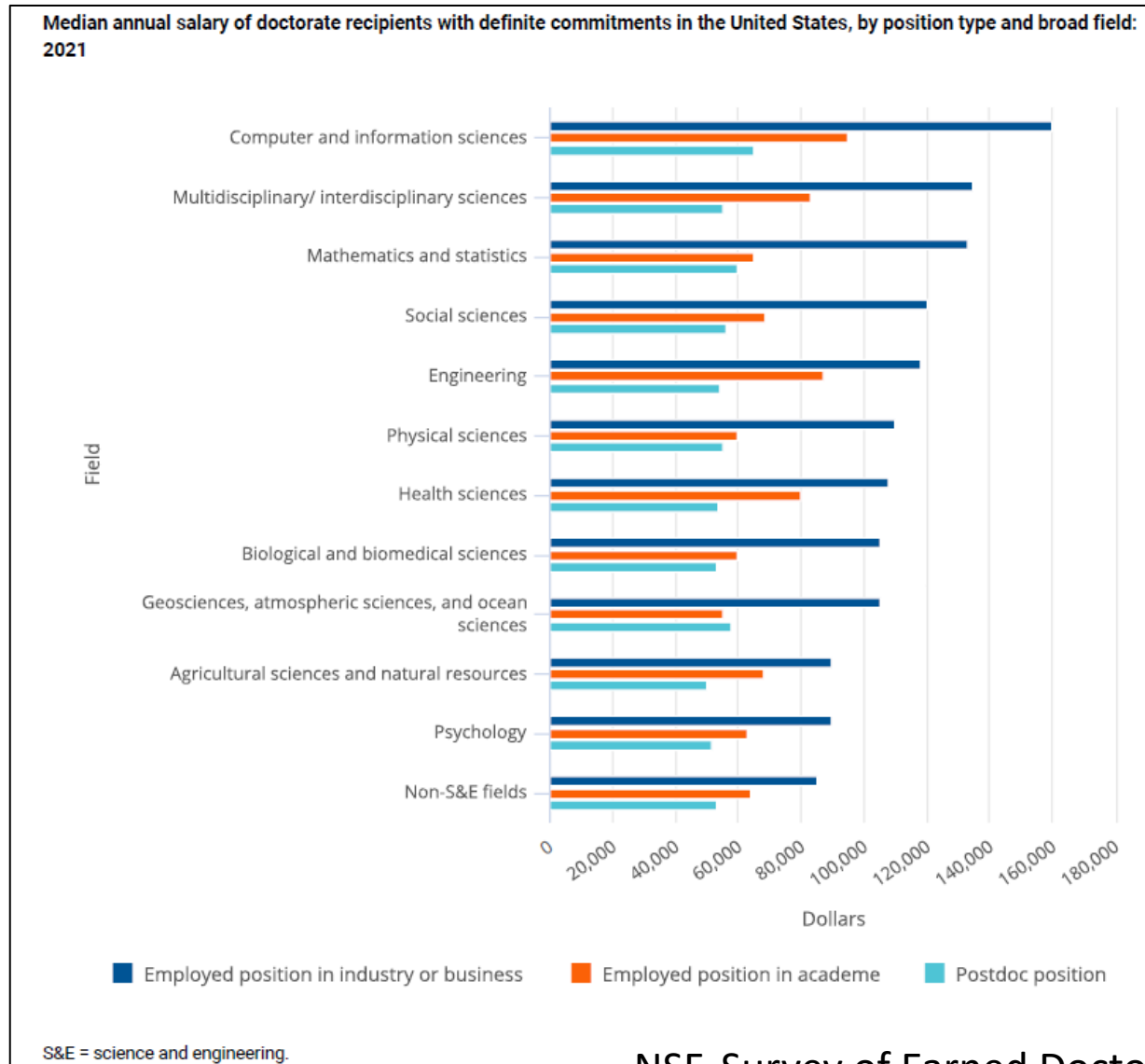
	Highest Physics Degree Offered			
	PhD	Master's	Bachelor's	Overall
Number of Departures	202	31	138	371
Percent of Departures Among Faculty Members	3.4%	3.5%	3.8%	3.5%
Percent of Departments with Departures	61%	31%	25%	35%
Percent of Departing Faculty Members that Left Without Tenure	10%	15%	24%	16%
Total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

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



NSF, Survey of Earned Doctorates, 2023

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



## Researchers are Focused!

- **Measurement of the t-tbar production cross section and top quark mass extraction using dilepton events in p-pbar 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**

# Academic Time-Line: “Full”?



**Prof – Year ?**

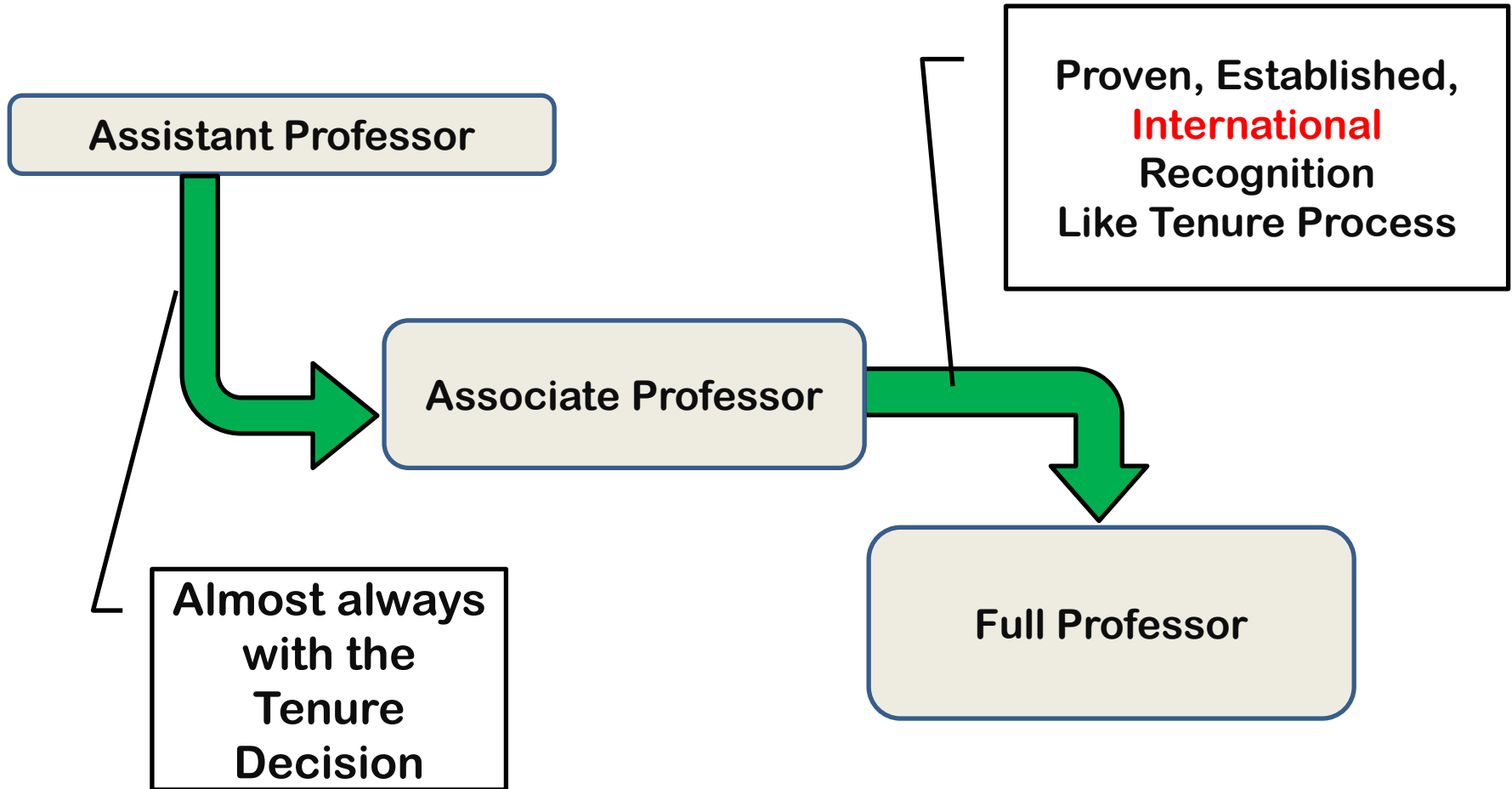
**Associate Prof – Year 17, Tenured**

**Assistant Prof – Year 10**

**Finish PhD – Year 6**

**Graduate School – Year 0**

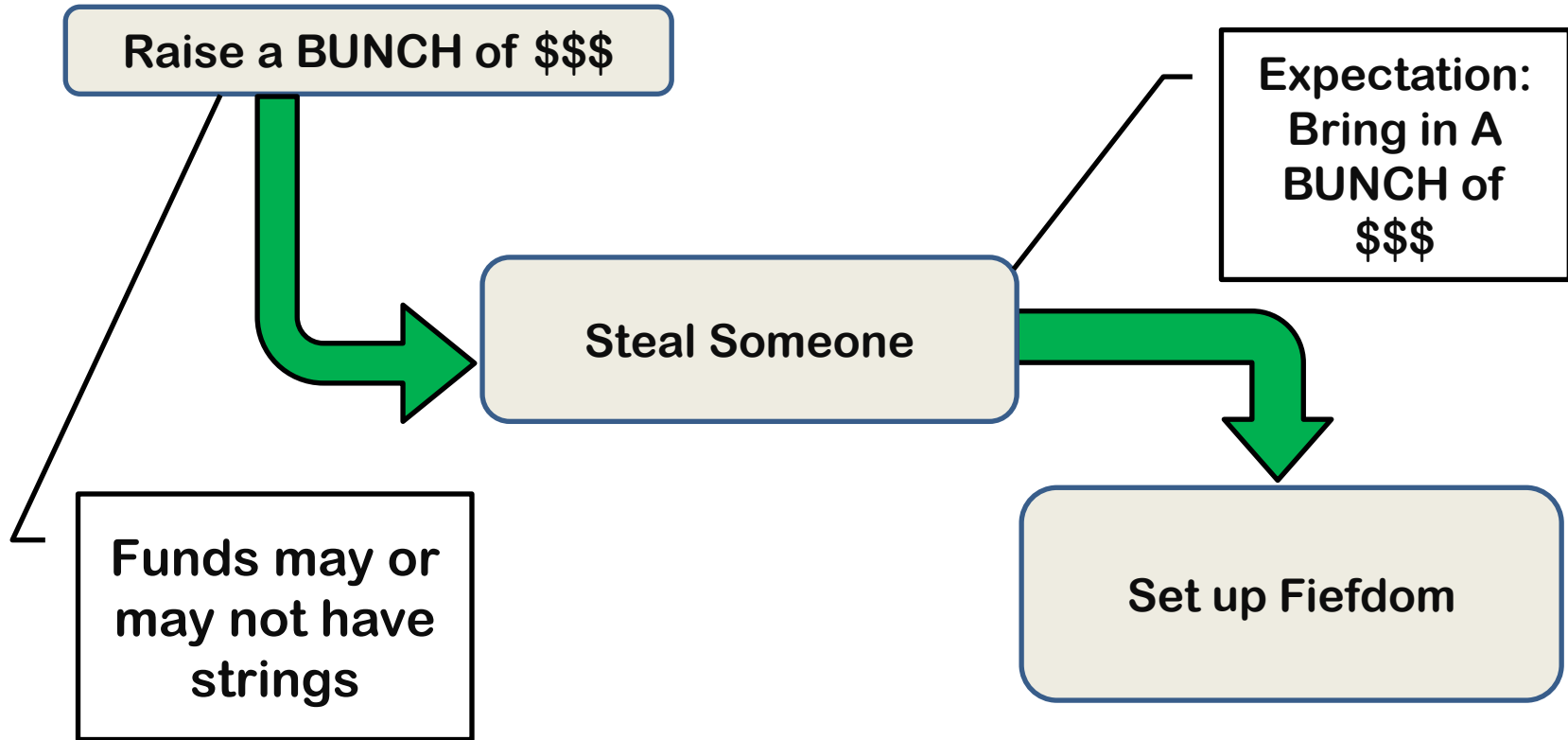
# After Tenure 1: Promotion



# Post-Tenure Academic Productivity

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

# Endowed Professorships (“Chairs”)

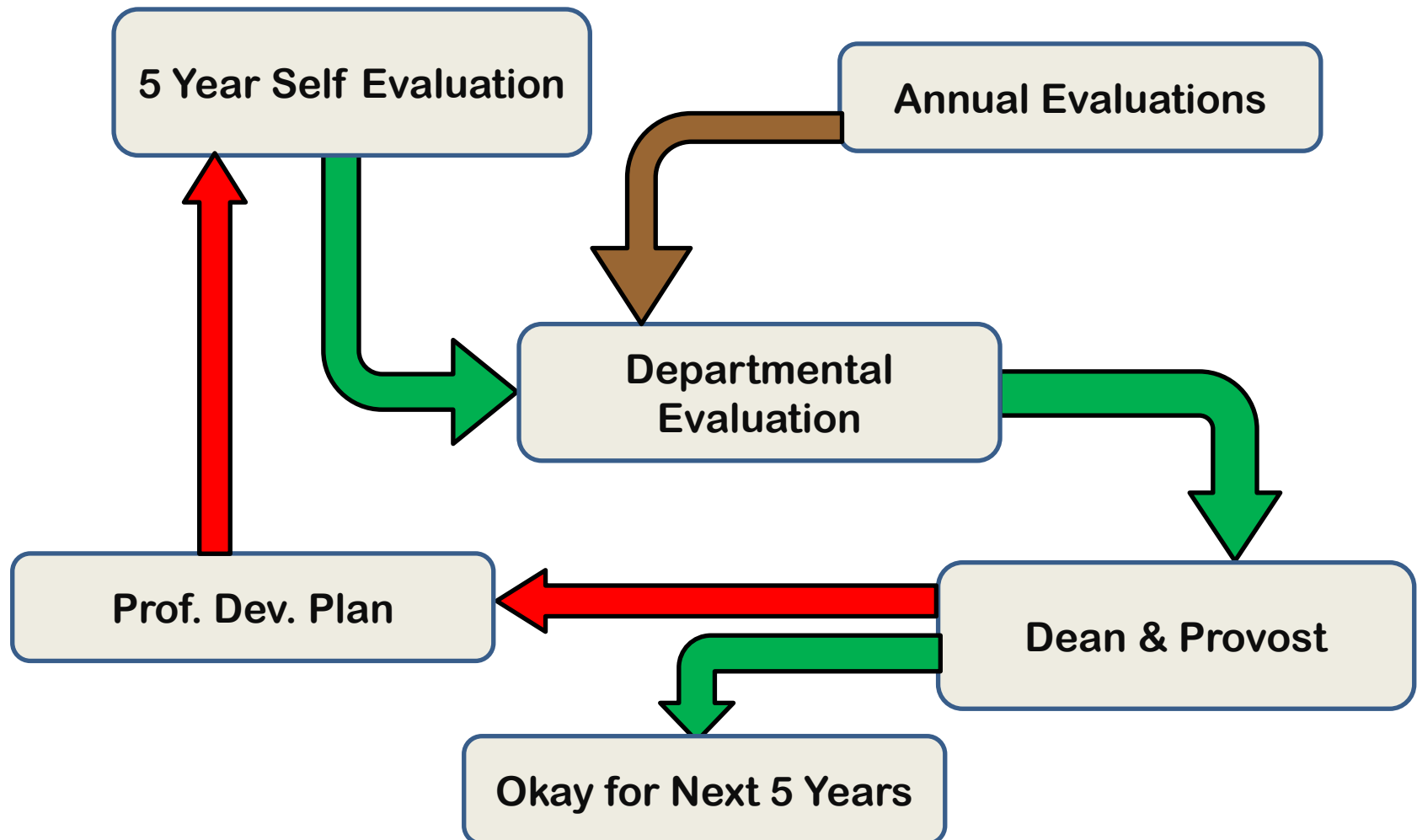


**Changes? Impacts? Future?**

# 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
- Created/Imposed

# After Tenure 2: Post Tenure Review (Continuing Production)





# Teaching?



**General Dedication**

**“DBER”: Discipline-Based  
Education Research**

**“Professors of Practice”**



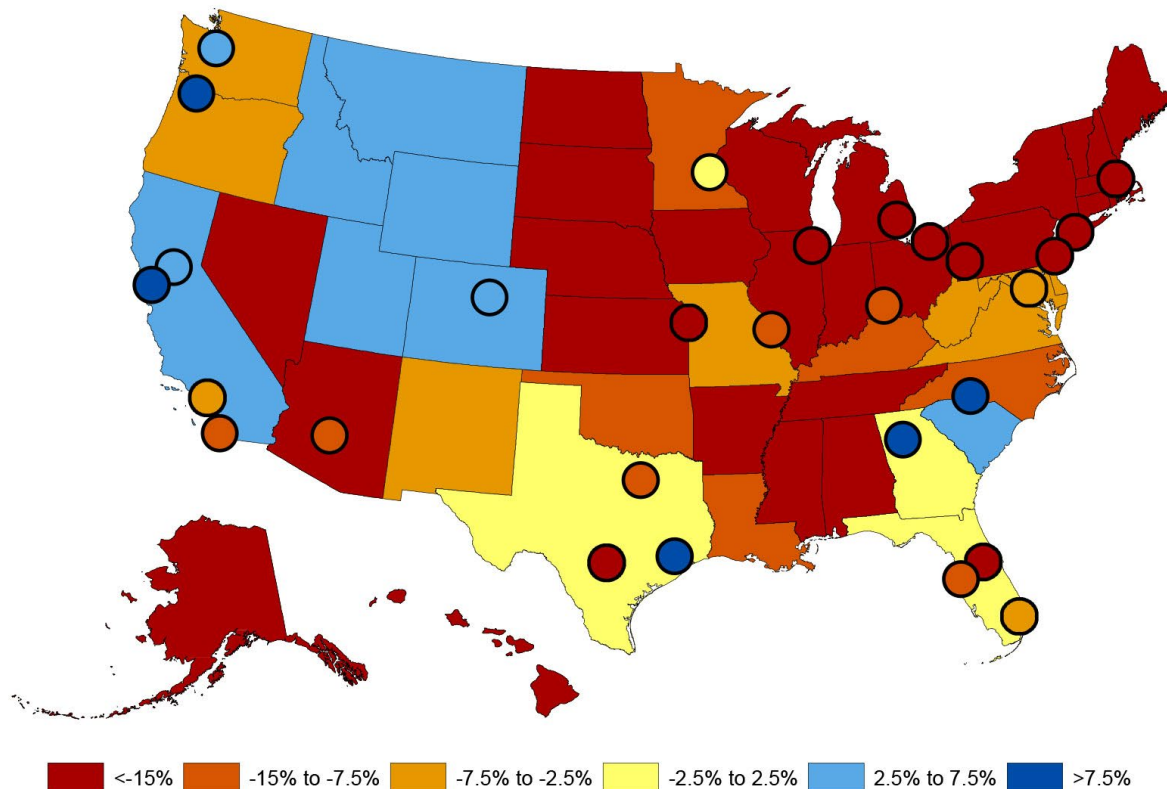
# Abrogation of Tenure

- 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
- Student Population  
“Cliff”**

# Abrogation of Tenure

- Elimination of Academic Unit
- Financial Emergency (West Virginia U.)

Forecasted growth and decline in college-going students, 2012-2029

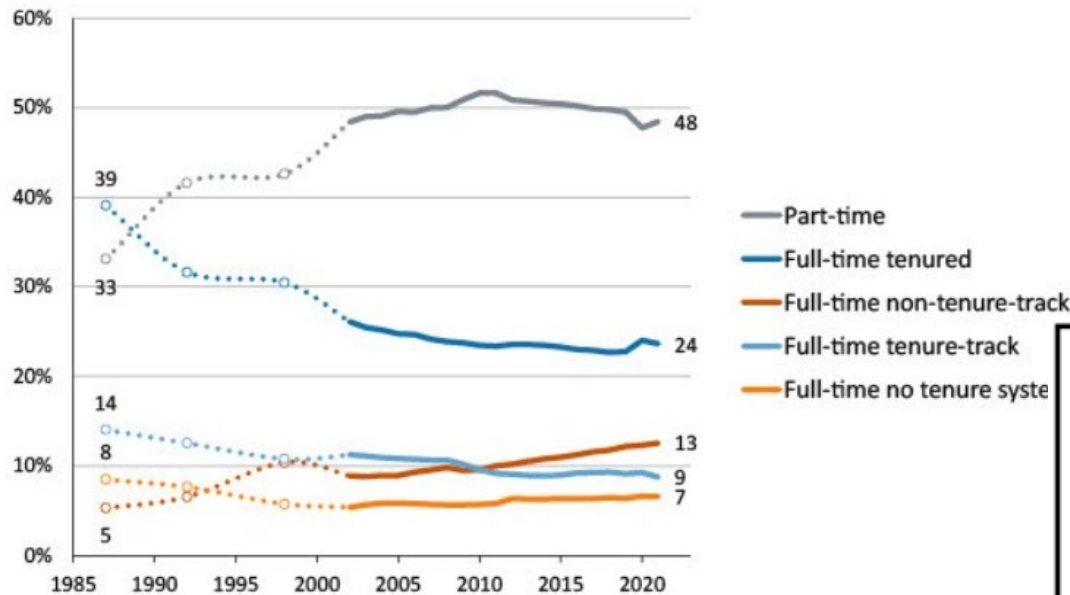


Source: Nathan D Grawe, Carleton College.pdf

# Change in Status: Fewer Tenured

FIGURE 1

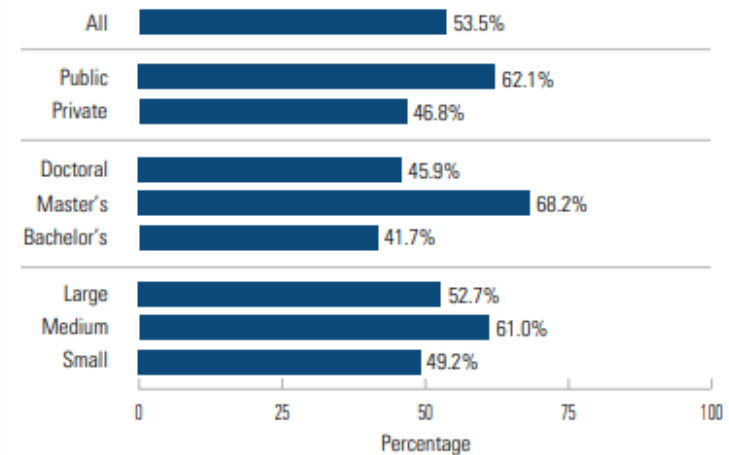
**The US academic workforce has shifted from mostly full-time tenured or tenure-track faculty to mostly contingent faculty.**  
Percentage of total number of faculty, by appointment type, fall 1987 through fall 2021



**Tenure/Tenure Track: 53% -> 33%**  
**Part-time: 33% -> 48%**  
**Non-Tenured: 13% -> 20%**

FIGURE 7

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



Source: 2022 AAUP Tenure Survey.

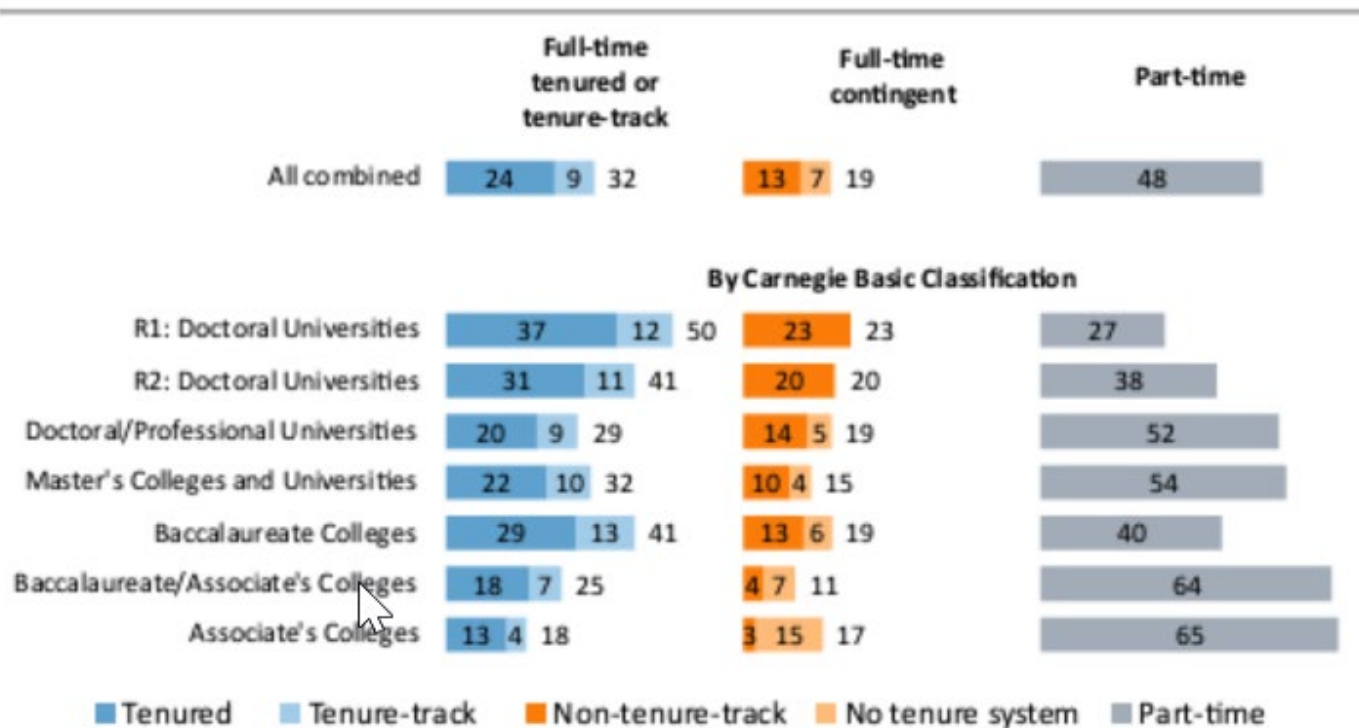
Note: Findings are from four-year institutions with a tenure system.

# Tenure Numbers

FIGURE 2

**Most faculty members in US colleges and universities held contingent appointments across all institution types in fall 2021.**

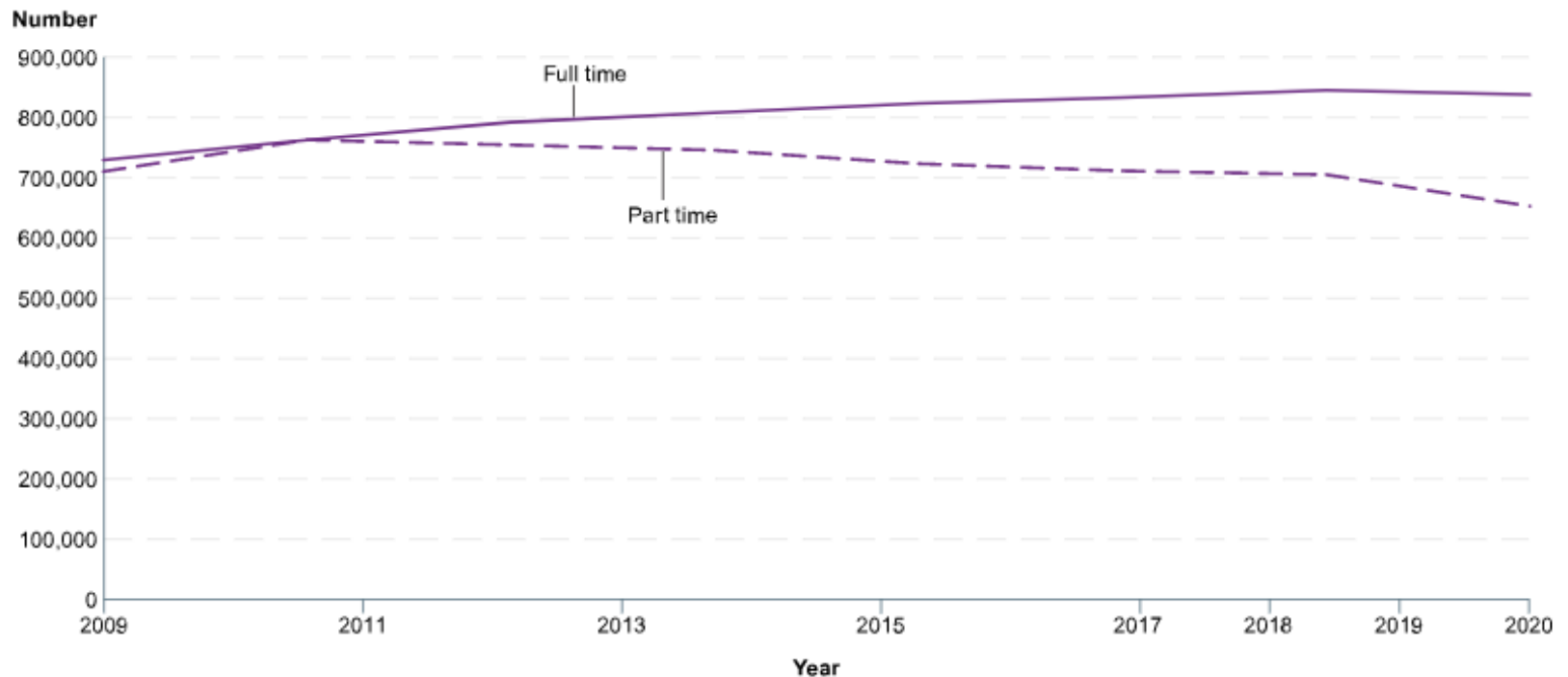
Percentage of total number of faculty, by appointment type and Carnegie Basic Classification, fall 2021





# Change in Status: Fewer Part Time

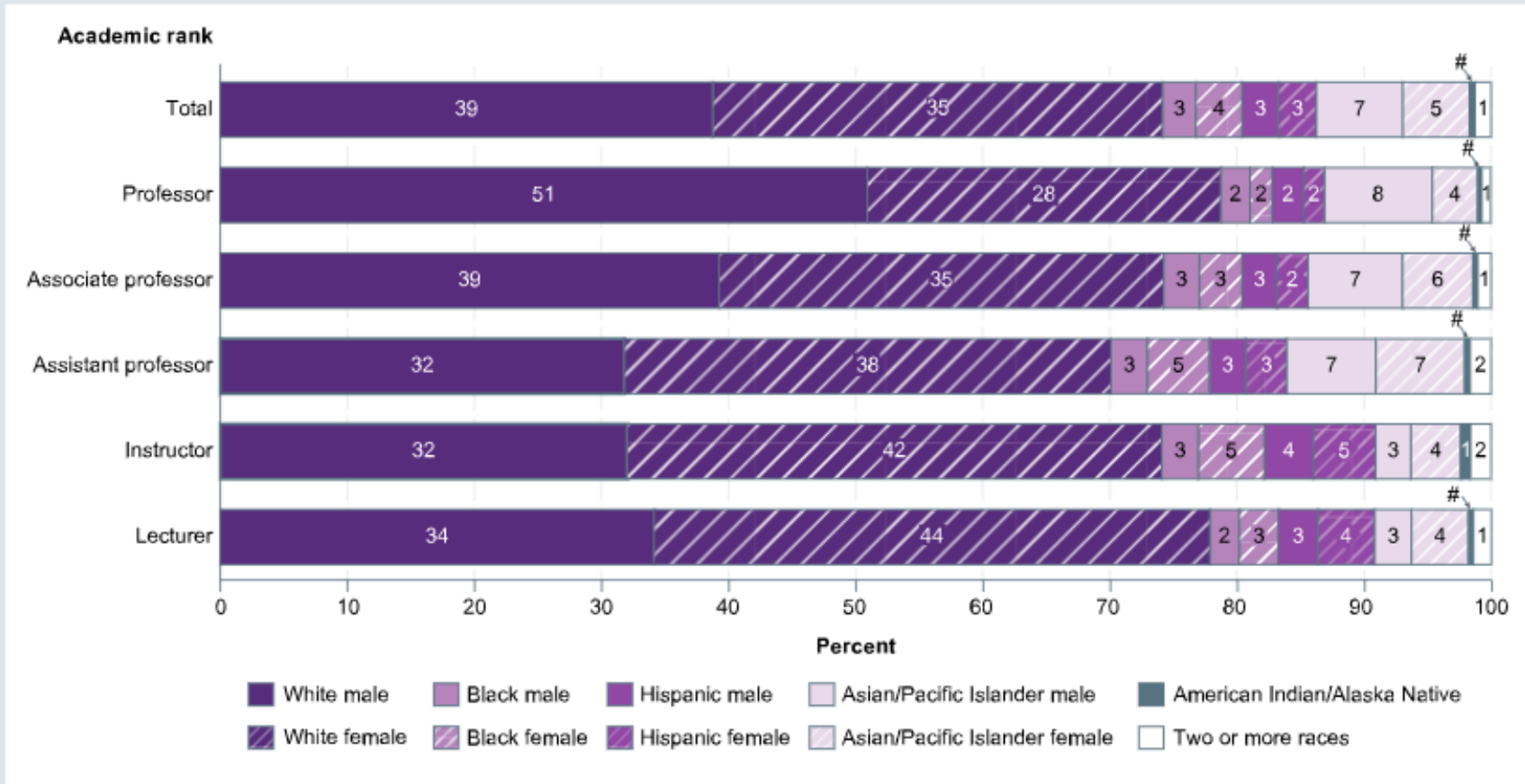
Figure 1: Number of faculty in degree-granting postsecondary institutions, by employment status: Selected years, fall 2009 through fall 2020



National Center for Education Statistics, 2021

# 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**

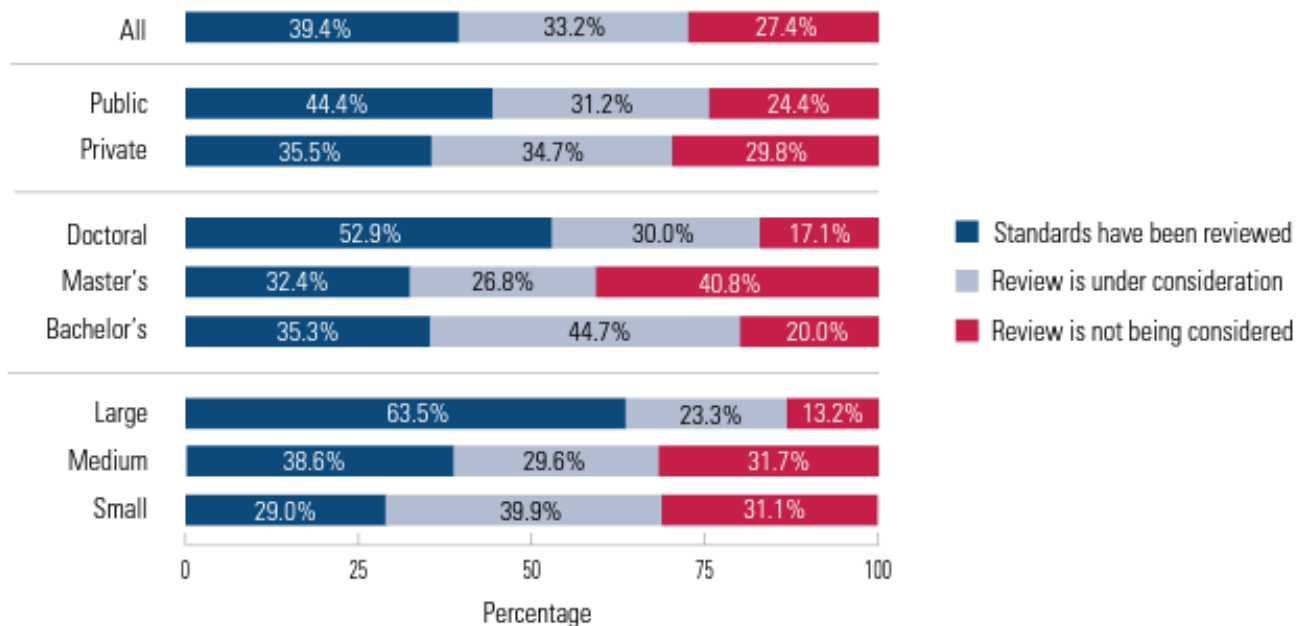


# Rounds to zero.

# Diversity?

FIGURE 5

**Institutions where tenure standards have been reviewed for implicit bias**



Source: 2022 AAUP Tenure Survey.

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

AAUP, 2022



# Large Change or Remove Tenure

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

# Who do you need to watch out for?

## Who do you need to help?

You can put your answer on the [Workshop Google Docs](https://docs.google.com/document/d/138wqMCbrcYX47Z3AXEQZKqyPxV-lj_h8uFcGHRLirEw/edit)

[https://docs.google.com/document/d/138wqMCbrcYX47Z3AXEQZKqyPxV-lj\\_h8uFcGHRLirEw/edit](https://docs.google.com/document/d/138wqMCbrcYX47Z3AXEQZKqyPxV-lj_h8uFcGHRLirEw/edit)

- 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