

F.A.S.T. PROGRAM: FACULTY PROMOTION

Peter Hollenbeck
Vice Provost for Faculty Affairs
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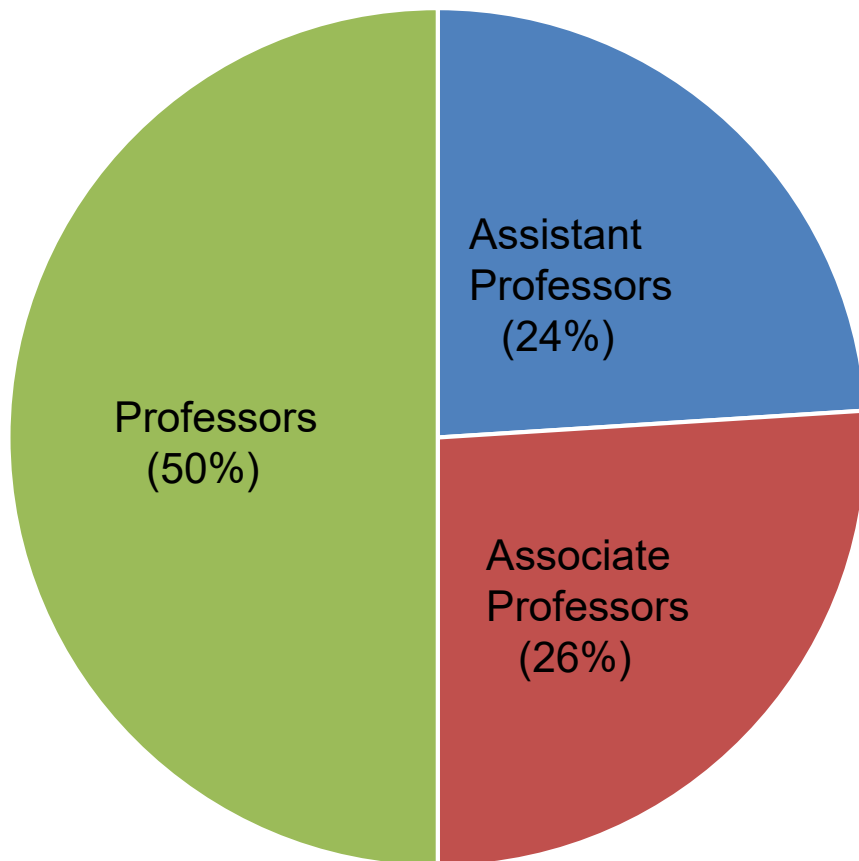
Types of Faculty at Purdue

Tenured/TenureTrack	1,919
Clinical/Professional	273
Research	37
Visiting (temporary)	90
Adjunct	342



Purdue T&E Faculty by Rank

2020



Clinical/Professional Faculty by Rank

2020



Instructors

1%

Associate
Professors
26%

Professors
15%

Assistant
Professors
58%

Promotion and Tenure

- Strong predictor of faculty satisfaction and success: understanding the P & T process.
- P & T *Policy, Procedures* and *Criteria* have been refined and clarified, are posted on the web site.
- Process also summarized and reinforced for all units in annual letter, the “*Provost’s Memo*”

<https://www.purdue.edu/provost/faculty/promotion/index.html>

Promotion and Tenure

- Three related but separate documents:
- **POLICY**: defines what do we do, why, and who is responsible
- **PROCEDURES** exactly how is the process carried out?
- **CRITERIA**: what are the yardsticks by which faculty achievement is measured in each discipline?
- (Plus, the annual Provost's Memo)

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Promotion and Tenure

- Your college and school/department have written promotion criteria
- These will differ among units, and perhaps even among sub-disciplines within a dept.
- In all cases, these criteria, by university guidelines, must be holistic and value **impact** foremost

Promotion and Tenure

- **DISCOVERY**(research)
- **LEARNING** (teaching)
- **ENGAGEMENT**(department, Purdue, profession, community, state, world)

“...to be considered for promotion, a faculty member should have demonstrated excellence and scholarly productivity in at least one of these areas. Ordinarily, strength should be manifest in more than one of these areas.”

Promotion of C/P Faculty

“Clinical/Professional Faculty focus principally on excellence in instruction and engagement. In addition to their instructional responsibilities on campus, C/P Faculty also may be professionals in a practice site and provide clinical supervision of students; collaborate and develop professional relationships with industry and governmental agencies; and/or supervise internships, co-ops, service learning and other student activities outside the classroom.”

Different units deploy the talents of C/P faculty in different ways, and their promotion criteria should reflect those specifics.

Mentoring

- Faculty-to-Student
- *“Commitment to active and responsive mentorship, as well as an active role in mentoring, advising and supporting the academic success of students and postdoctoral scientists, will also be documented as part of the process that defines tenure and promotion.”*
- Range of skills and opportunities
 - Classes and labs, honors tutorials, TAs
 - Inclusion in your research group
 - Student organizations and activities



Time to Tenure

- Assistant Professors usually have probationary period of 7 years to earn P & T.
- 6th year is the “penultimate year:”
 - Last year in which one is eligible for tenure
- Entering Associate Professors usually have a 4 year probationary period:
 - 3rd year is penultimate year

Time to Tenure

- On the way to the penultimate year: contract renewals
- For Assistant Profs, the arrangement varies by college – examples:
 - 4y/2y/1y (Engineering/ Krannert/Pharmacy),
 - 3y/1y/1y/1y/1y (Science/Agriculture),
 - 4y/3y (CLA), 3y/3y (Education)
- Should be specified in your contract/offer letter
- You and your unit head should take these seriously

Tenure Clock Extensions

- When conditions and personal circumstances substantially interfere with progress toward promotion
- One-year *automatic approval* for birth or adoption of child
 - Request for Tenure-Clock Extension form
 - Submit within 1 year of occurrence, prior to penultimate year
 - Applies to either or both parents.
- Extensions also approved for:
 - Severe illness, disability, care-giving of family member
 - Delays in availability of lab space
 - **COVID-19 headwinds!**

Promotion Process at Purdue

Primary promotions committee (dept./school)

- Summer prior to penultimate year – assembles your promotion document and solicits outside letters
- Fall of penultimate year – votes on your case

Area promotions committee (college)

- Votes on your case in Nov-Dec of penultimate year

Campus promotions committee (“Panel A”)

- Votes on your case in Feb of penultimate year

Clinical/Professional Faculty

- Clinical/Professional Faculty have a distinct path to promotion (but not tenure). They are considered by a different campus promotions panel (“Panel B”) rather than Panel A. Panel B incorporates more clinical faculty.
- Procedures for Appointing and Promoting Clinical Faculty:

<http://www.purdue.edu/policies/human-resources/vif10.html>

- Faculty development

Research Faculty

- Research Faculty have a distinct path to promotion (but not tenure). They are considered by a different campus promotions panel (“Panel C”) rather than Panel A.
- Procedures for Appointing and Promoting Research Faculty:

http://www.purdue.edu/policies/human_resources/vif8.html

20201 Promotion and Tenure

- 119 tenuretrack faculty were reviewed by the Campus Promotions Committee from all units, and 119 were ultimately approved
- 45/45 were successfully promoted to full Professor
- 74/74 were successfully promoted to Associate Professor
- 3 nominations did not reach the Campus Promotions Committee:
 - Failed: 2 at area and 1 at primary committee
- 25 Clinical Faculty were promoted (13 to Associate; 12 to full)
- 3 Research Faculty were promoted

20201 Promotion and Tenure

By major area of focus, all promotions (# people)

	Discovery	Engagement	Learning
Full Professor	40	0	1
Associate Professor	62	3	6

	Discovery and Engagement	Discovery & Learning	Learning and Engagement	All three
Full Professor	0	1	1	2
Associate Professor	0	1	0	2

Keys to Faculty Success and Well Being

- **Start Early, Plan and Gather Information**
 - Get oriented to the institution, learning what is expected
 - Understand the promotion process
 - Begin and plan with the goal in mind
- **Start with research and teaching, don't lose focus!**
 - Seek excellence (as defined by your discipline)
 - Engagement and service increase over one's career
- **Create work -life balance**
 - Find a sustainable rhythm
 - Be aware of supports and seek help and advice
 - Ask for what you need: clock extension, parental leave

THANK YOU!



<u>School / College</u>	<u>Initial</u>	<u>Renewals</u>					<u>Comments</u>
		<u>First</u>	<u>Second</u>	<u>Third</u>	<u>Fourth</u>	<u>Fifth</u>	
Agriculture	3	1	1	1	1		standard across College
Education	3	3	1				standard across school
Engineering	4	2	1				standard across College
Liberal Arts	4	3					provost approved initial 4 yr contract new this FY
Management	4	2	1				standard across school
Pharmacy	4	2	1				
Science	3	1	1	1	1	1	Majority as shown with some variation across College. 1 unit 3/2/2 and 1 unit 3/3/1
Technology	2	1	1	1	1	1	
Veterinary Medicine	3	v	v	v			renewals - either 1 or 2 year depending on individual performance
Health & Human Sciences	3 2 2	1 2 2	1 2 3	2 1			varies by unit

WL Purdue Faculty and Staff

20201 Academic Year



Tenured/Tenure -Track Faculty	1,91
Clinical, Research, Visiting, Post Doc	926
Adjunct Faculty	342
Extension Educators	288
Lecturers and Limited - term Lecturers	458
Executive/ Mgmt Staff	802
Support Staff *	1,18
Professional Staff	2,89
Service Staff *	1,92
Graduate Student Staff	4,98

* Excludes Temporary Staff

