

Promotion and Tenure Committee Workshop

September 28, 2018

Agenda

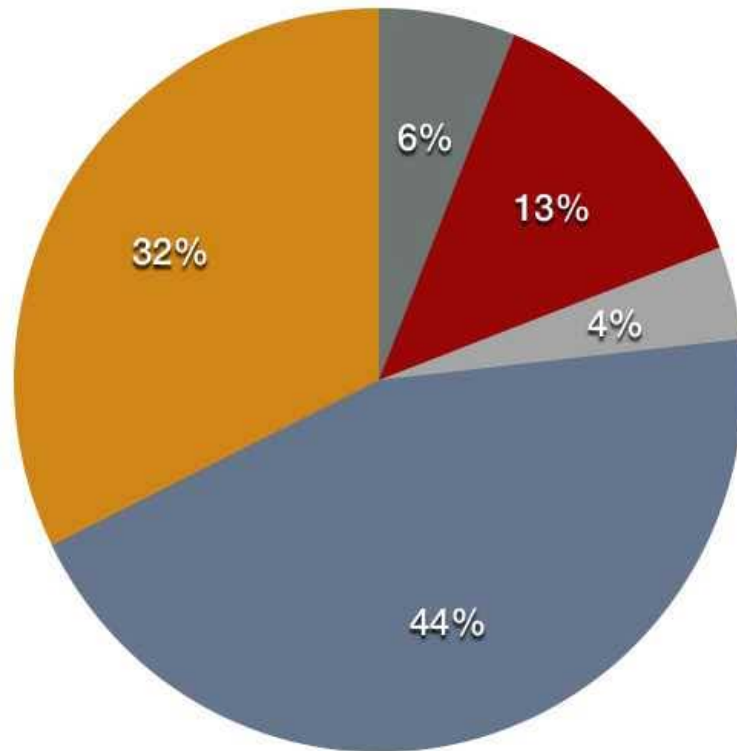
- Introductions
- P&T perceptions and outcomes
- P&T overview and guidance
- Provost's perspective
- Department heads' perspectives
- Deans' perspectives
- Questions and discussion

P&T perceptions and outcomes



Clarity of Expectations as a Scholar

COACHE 2017



Pre-tenure faculty find what's expected of them *as a scholar* to be relatively clear (76% somewhat/very clear).

- Very unclear
- Somewhat unclear
- Neither clear or unclear
- Somewhat clear
- Very clear

Clarity of Tenure Expectations

COACHE 2017

Is what's expected of you in order to earn tenure CLEAR to you regarding your performance as a:

	% Somewhat or Very Clear		
	Us	Peers	All
Teacher	67	74	74
Colleague in the department	43	51	51
Campus citizen	32	42	41
Member of the community	32	37	35

Transparency of the Tenure Process

COACHE 2017

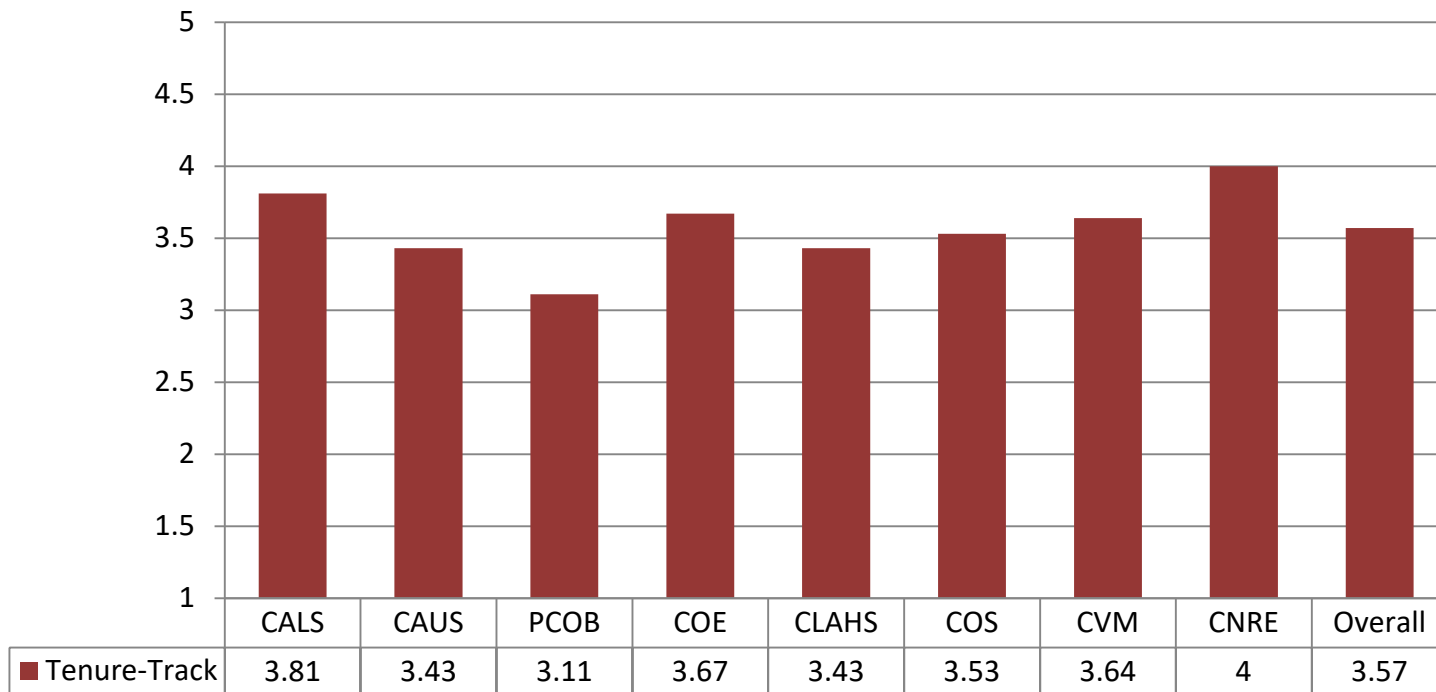
Junior faculty believe tenure decisions are made based on performance but report mixed messages from colleagues.

	% agree		
	Us	Peers	All
I have received consistent messages from tenured faculty about the requirements for tenure.	52	49	49
In my opinion, tenure decisions here are made primarily on performance-based criteria (e.g., research/creative work, teaching, and/or service) rather than on non-performance based criteria (policies, relationships, and/or demographics).	66	59	50

Overall Perception of Tenure Clarity

COACHE 2017

Tenure Policies (Tenure-Track ONLY)

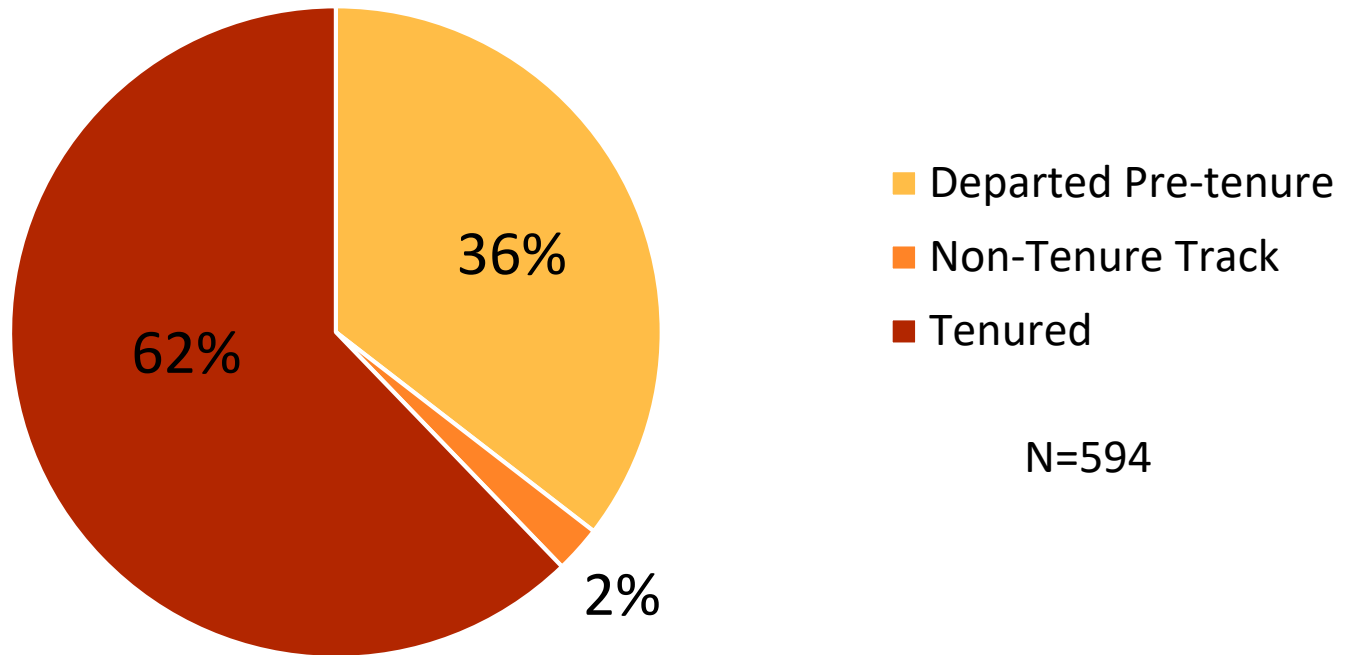


Mean response by college (5 = very clear/1 = very unclear)



P&T Outcomes

Assistant Professors
2002-2011



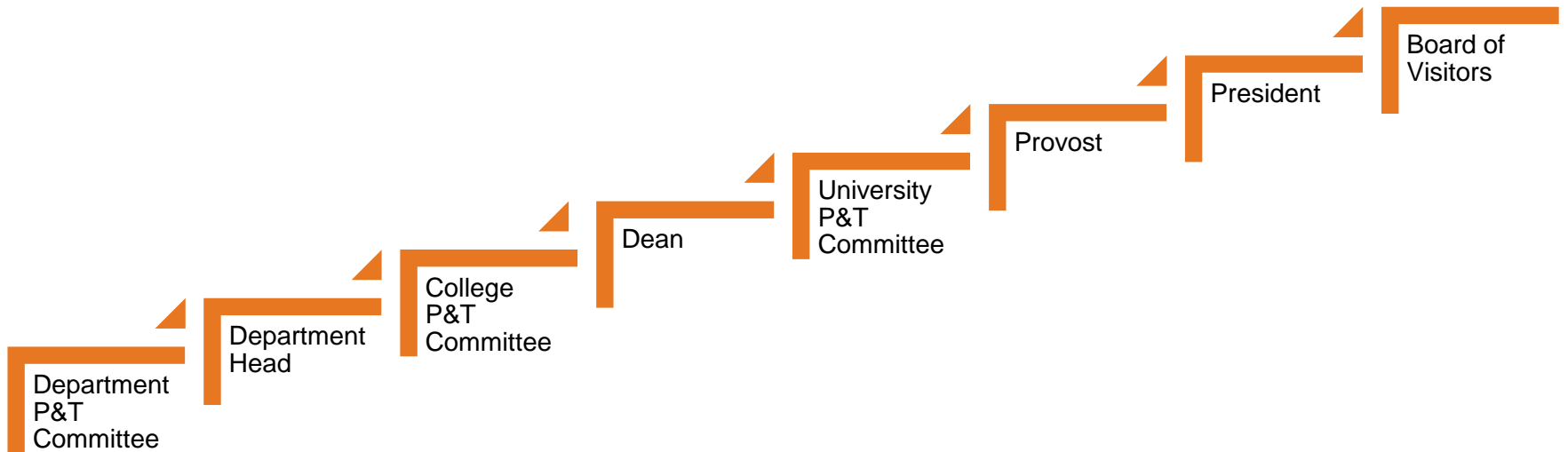
P&T Overview and Guidance

Jack Finney

Vice Provost for Faculty Affairs



Evaluation Process for Promotion & Tenure



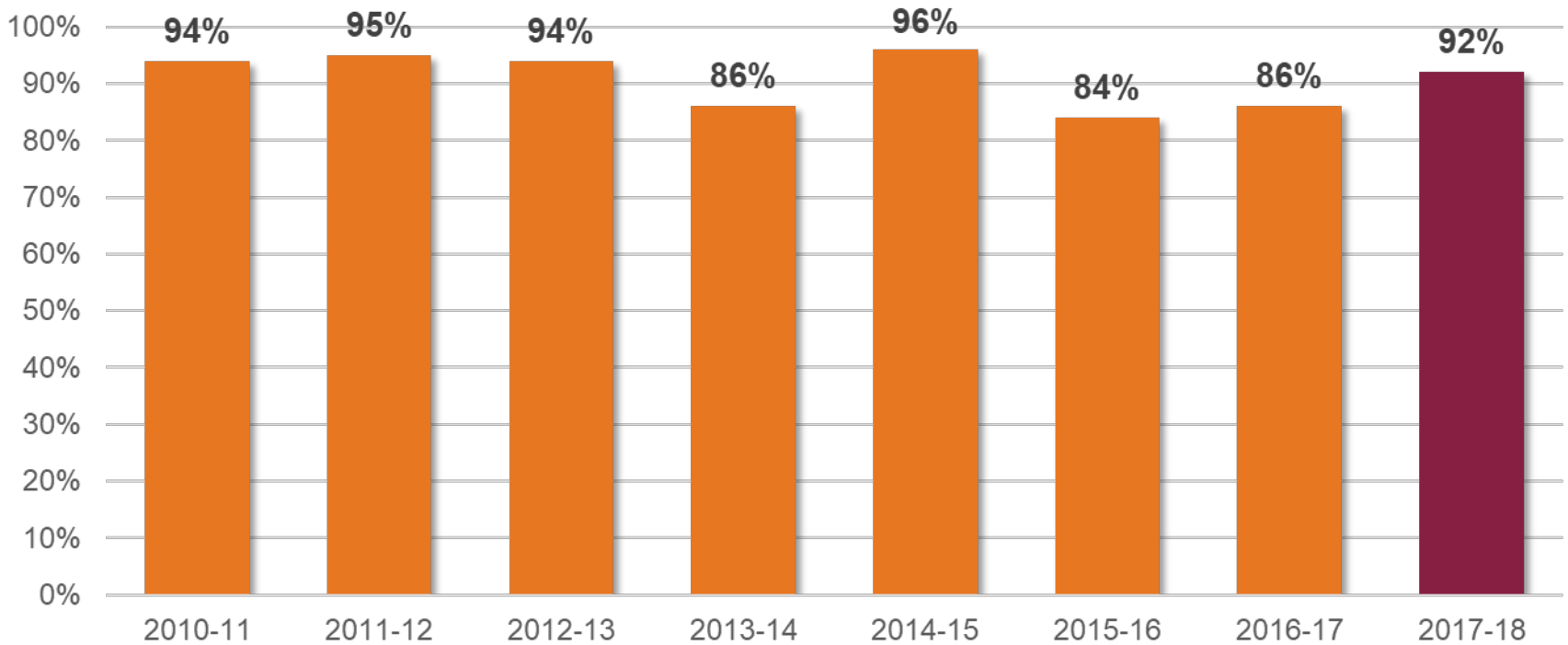
Promotion and Tenure Schedule

April/May	Departments evaluate candidates for promotion
June	External reviewers selected and invited
July/August	Dossiers completed and sent to external reviewers
October	Department committee and head review
November	Dossiers sent to college
Dec/Jan	College committee and dean review
February	Dossiers sent to university
March/April	University committee and provost review
April	Provost makes recommendations to President
June	President submits recommendations to BOV BOV approval – faculty notified
September	Reception for promoted faculty

Promotion and Tenure Dossier

- I. Executive Summary
- II. Recommendation Statements
- III. Candidate's Statement
- IV. Teaching and Advising Effectiveness
- V. Research and Creative Activities
- VI. International & Professional Service and Other Outreach & Extension Activities
- VII. University Service
- VIII. Work Under Review or In Progress
- IX. Other Pertinent Activities

Promotion & Tenure Success, 2010-2018



Policies and Practices

- 2nd and 4th year reviews of progress
- Extend the tenure clock policy
- Modified duties
- Non-mandatory promotion to associate with tenure
- Mentoring
- Progress toward promotion to professor
- Written expectations and standards
- Workshops
 - P&T Committee and Heads
 - Promotion to Professor
 - College-based workshops

Guidance

- External reviewers
 - How to select them?
 - What to tell them?
 - What to send them?
 - How to respond to external reviewers' comments?
- Time at other institutions
 - All accomplishments are included in the dossier
 - Expected to establish a record at Virginia Tech
- Impact
 - Critical to include the impact of the faculty member's scholarly work
- National and international reputation
 - What constitutes a reputation?
- Confidentiality
 - Working to standardize what all candidates are told at each step

Questions?

Provost's Perspective

Cyril Clarke

Interim Executive Vice President and Provost



Department Heads' Perspectives

Glenda Gillaspay, Biochemistry

Janell Watson, Modern and Classical Languages
and Literatures

Eileen Van Aken, Industrial and Systems
Engineering



Deans' Perspectives



Rosemary Blieszner
Liberal Arts and
Human Sciences



Paul Winistorfer
Natural Resources
and Environment

Questions and Discussion

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<http://www.provost.vt.edu/promotiontenure>