



Tenure and Promotion Strategies for Success

Early Development Career Council
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What is Tenure?

“An appointment that assures continuous employment with dismissal only for ‘cause’, financial exigency and academic unit closure”.


From AAUP 1940 statement, purposes of tenure include:

1. Freedom of teaching and research
 2. A sufficient degree of economic security
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Types of Appointments


- Non-tenure earning, Tenure earning or Tenured
 - Ranks: Instructor, Assistant Professor, Associate Professor and Professor
 - Policy on switching tracks
 - Tenure and promotion are separate processes (separate criteria, separate votes)
 - Differ between universities
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An Evidence-based Criteria Process

- Each school/college has separate criteria
 - Each school/college has a P&T Committee; some departments have P&T committees
 - Annual discussion with chair (at least!)
 - P&T Committee members are a resource
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Preparing Your Application

Start from Day1 collecting information: “Over-collect”

- Create separate folders for Teaching, Research, Service and Miscellaneous
 - CV – keep up to date!
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P&T Packet Checklist

2. Narrative

- Brief summary: How do your accomplishments meet the criteria

3. Institutional Letters


- This section will be empty
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P&T Packet Checklist

4. CV

- Traditional format – no “fluff”
- Check dates carefully
- Make sure citations are accurate and by a standard format

5. External/Internal Review Letters


- Criteria for external reviewers
 - Solicited by department chair or supervisor
 - See school/college guidelines
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P&T Packet Checklist

6. Recommendation letters

- Can be placed in appropriate section based on content

7. Teaching


- Summary of teaching activities (teaching philosophy, how have you improved your teaching?)
 - Examples of innovative learning activities
 - Peer/student feedback (table format if many courses over several years)
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P&T Packet Checklist

8. Research/Scholarship

- Summary of accomplishments (how projects relate to each other for a focused agenda)
- An opportunity to explain your role in team projects

9. Service


- Summary of major service activities, roles on various committees and projects
 - Include professional association and community service
 - For patient care, include summary of responsibilities, innovative initiatives and outcomes
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P&T Packet Checklist

10. Annual Performance Evaluations

- Include the most recent 4-5 years
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General Guidelines

- Activities only count once (for example membership on an editorial board – scholarship or service?)
 - Avoid redundancy – (if information is on the CV, don't repeat in sections)
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Resources

Faculty Affairs webpage:

<https://www.unthsc.edu/academic-affairs/faculty-affairs/annual-faculty-promotion-and-tenure/>

- P&T Timeline
- P&T Checklist
- Links to school/college P&T criteria
- Resource articles
- HSC policies for P&T

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