

Reappointment, Tenure & Promotion *An Overview*

Kate Miller

Tami Benham Deal



UNIVERSITY OF WYOMING

The End in Mind



I. Academic Personnel

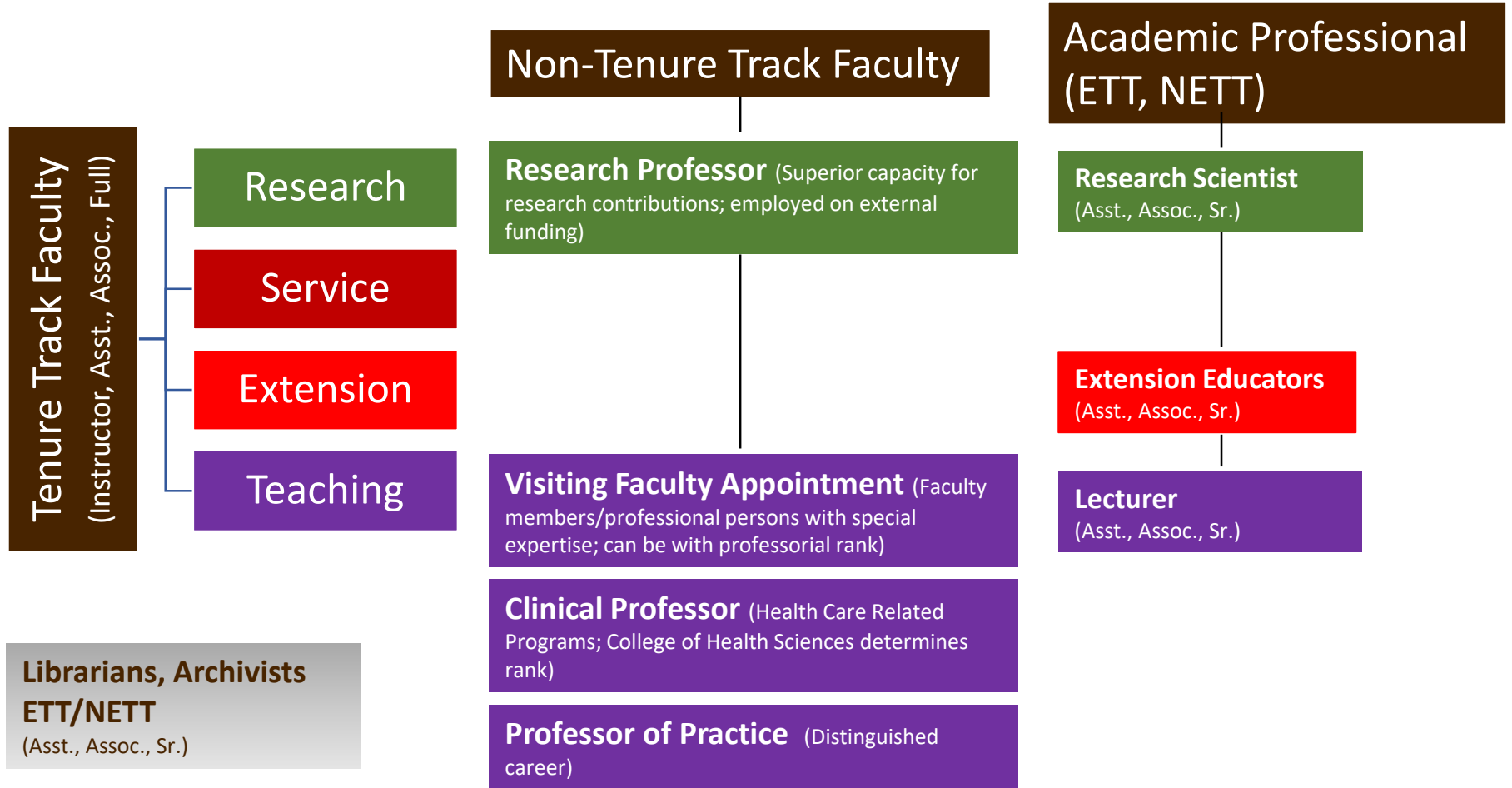
1. Designations
2. Hiring
 - The search
 - The job description

III. Reappointment, Tenure and Promotion

1. What is Tenure?
2. Standards and Criteria
3. Faculty Career Path
4. Portfolios
5. Review Process

IV. Post-Tenure Review

Academic Personnel (UW 5-1.B.1)



The Job Description

Tenure Track Faculty Job Duties

Teaching⁺

(Preparation, direct/indirect instruction, direct UG/G learning & research, supervising clinical internships & programs, evaluating artistic presentations, etc.)

Advising (and Mentoring)

(Time spent meeting with students regarding academic, curricular & career matters)

Research and Creative Activity⁺⁺

(Creating/adding to knowledge in a field, including the advancement of new theories & principles; Expansion & interpretation of existing ideas, theories, & principles; Improvement & application of knowledge, especially in new settings; Sustained artistic endeavor in composition, production or performance)

Service

(Serving on Faculty Senate and university, college & departmental committees; using academic & professional expertise to serve the profession, community, state, nation and world)

Professional Service - Administration

(Major service assignments within a department or college, such as acting as a department/division/school head or associate dean)

Cooperative Extension

(Identifying current needs, communicating research results, and applying expertise to support Extension Educators; providing leadership, research-based information & education to people of the state; developing interdisciplinary approaches and collaborations, etc.)

Sample Job Descriptions % of Effort

62.5%

12.5%

5%

2%

27.5%

35%

5%

3.3%

NA

NA

NA

43%

⁺ Teaching is a fundamental responsibility of all faculty member. Adjustments to teaching responsibilities are made based on college's workload policy regarding type of courses taught and extent of responsibilities in other areas.

⁺⁺ Open dissemination and professional peer review are essential features of research productivity and creative activity.



Academic Professional Job Duties	
Teaching⁺ (Preparation, direct/indirect instruction, direct UG/G learning & research, supervising clinical internships & programs, evaluating artistic presentations, etc.)	
Advising (and Mentoring) (Time spent meeting with students regarding academic, curricular & career matters)	
Research and Creative Activity⁺⁺ (Creating/adding to knowledge in a field, including the advancement of new theories & principles; Expansion & interpretation of existing ideas, theories, & principles; Improvement & application of knowledge, especially in new settings; Sustained artistic endeavor in composition, production or performance)	
Service (Serving on Faculty Senate and university, college & departmental committees; using academic & professional expertise to serve the profession, community, state, nation and world – could be differentiated into administrative duties within college/department)	
Administration (Major professional service assignments within a department or college, such as acting as a lab coordinator, director of a writing program,)	
Cooperative Extension and Outreach (Identifying current needs, communicating research results, and applying expertise to support Extension Educators; providing leadership, research-based information & education to people of the state; developing interdisciplinary approaches and collaborations, etc.)	
Professional Development (Lecturers are engaged in the teaching mission of the University and are expected to demonstrate continuing professional development that conforms to standards in academic field)	

Sample Job Descriptions % of Effort	
87.5%	62.5%
NA	5%
NA	NA
NA	5%
12.5%	15%
NA	NA
NA	12.5%

⁺ Teaching is a fundamental responsibility of all faculty member. Adjustments to teaching responsibilities are made based on college’s workload policy regarding type of courses taught and extent of responsibilities in other areas.

⁺⁺ Open dissemination and professional peer review are essential features of research productivity and creative activity.



Reappointment, Tenure & Promotion

Regulations and Guidelines

American Association of University Professors (AAUP)

Recommended Institutional Regulations on Academic Freedom and Tenure

(<http://www.aaup.org/report/recommended-institutional-regulations-academic-freedom-and-tenure>)

University Regulations (<http://www.uwyo.edu/generalcounsel/new-regulatory-structure/index.html>)

UW 5-1 *Academic Personnel*

UW 5-803 *Reappointment, Tenure & Promotion Procedures for Academic Personnel*

UW 5-408 *Guidelines for Establishing Academic Professionals*

UW 7-631 *Regulations of the University Libraries*

UW 7-490 *Regulations of the American Heritage Center*

UW Pythian Papers on Academic Careers (http://www.uwyo.edu/acadaffairs/faculty-resources/tenure_promotion.html)

Best Practices for Making Tenure Decisions: Philosophy, Criteria, and Expectations

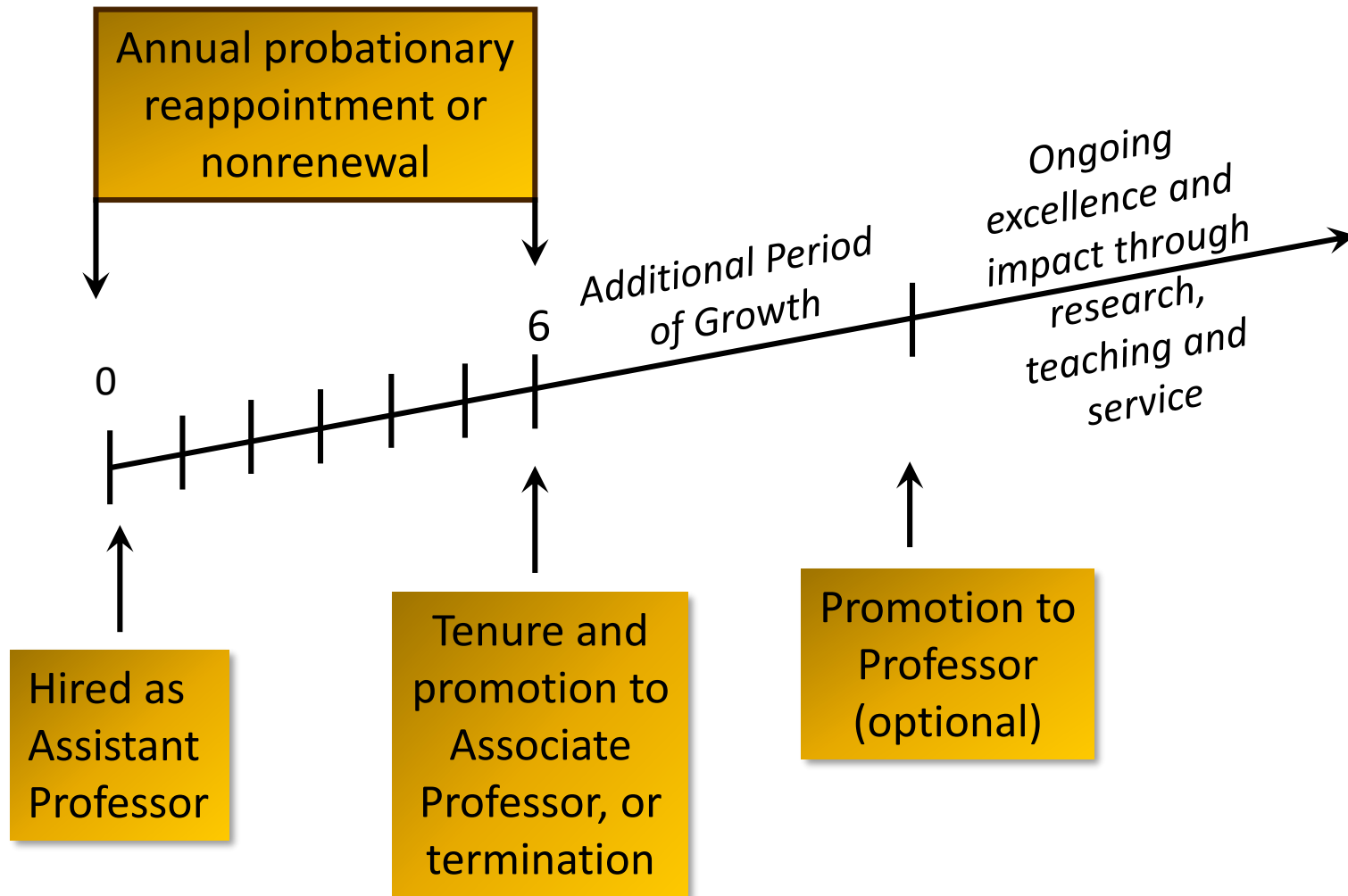
Best Practices for Promotion to Full Professor

Considering Collegiality and Service as Components of Academic Performance

UW College and Department Expectations for Reappointment, Tenure and Promotion



Tenure Track Faculty Career Path[†]



[†] Similar Career Path for Academic Professionals on Extended Term Track (6-year probationary period, 6-year extended terms with review for next term in year 5, promotion in rank tied to productivity and not years of service)



Tenure – What is it?

Legal view

- **Tenure is an employment contract**
 - Has no specified end date
 - Can be ended only for specific reasons (e.g., cause, financial exigency)
- **Principles recognized in case law**
 - There is no guarantee of tenure.
 - The review takes many factors into account.
 - There are many levels of review and recommendation.
 - Only the governing board can confer tenure.

Philosophical view

Tenure & Academic Freedom

“Academic freedom and tenure ... exist in order that society may have the benefit of honest judgment and independent criticism which otherwise might be withheld because of fear of offending a dominant social group or transient social attitude.”

Clark Byse and Louis Joughin, *Tenure in American Higher Education: Plans, Practices, and the Law* (Ithaca: Cornell University Press, 1959), p. 4.



Standards and Criteria for Reappointment, Tenure and Promotion

UW Regulation 5-1.D

“The main criteria for reappointment, tenure and promotion decisions are **creative development, advancement of knowledge, and dissemination of knowledge.**”

Key Question

Does the candidate’s record reflect both the commitment and the promise to sustain a career-long record of effective teaching, scholarship at the forefronts of knowledge, and effective service?

In short, the land-grant mission

***Teaching
Research
Service***

Strong teaching, demonstrated *early* in career.

Strong scholarship, critical for faculty to remain effective as their disciplines evolve.

Peer review by nationally/internationally recognized experts, and by UW students and faculty.



Portfolio (or “Packet”)

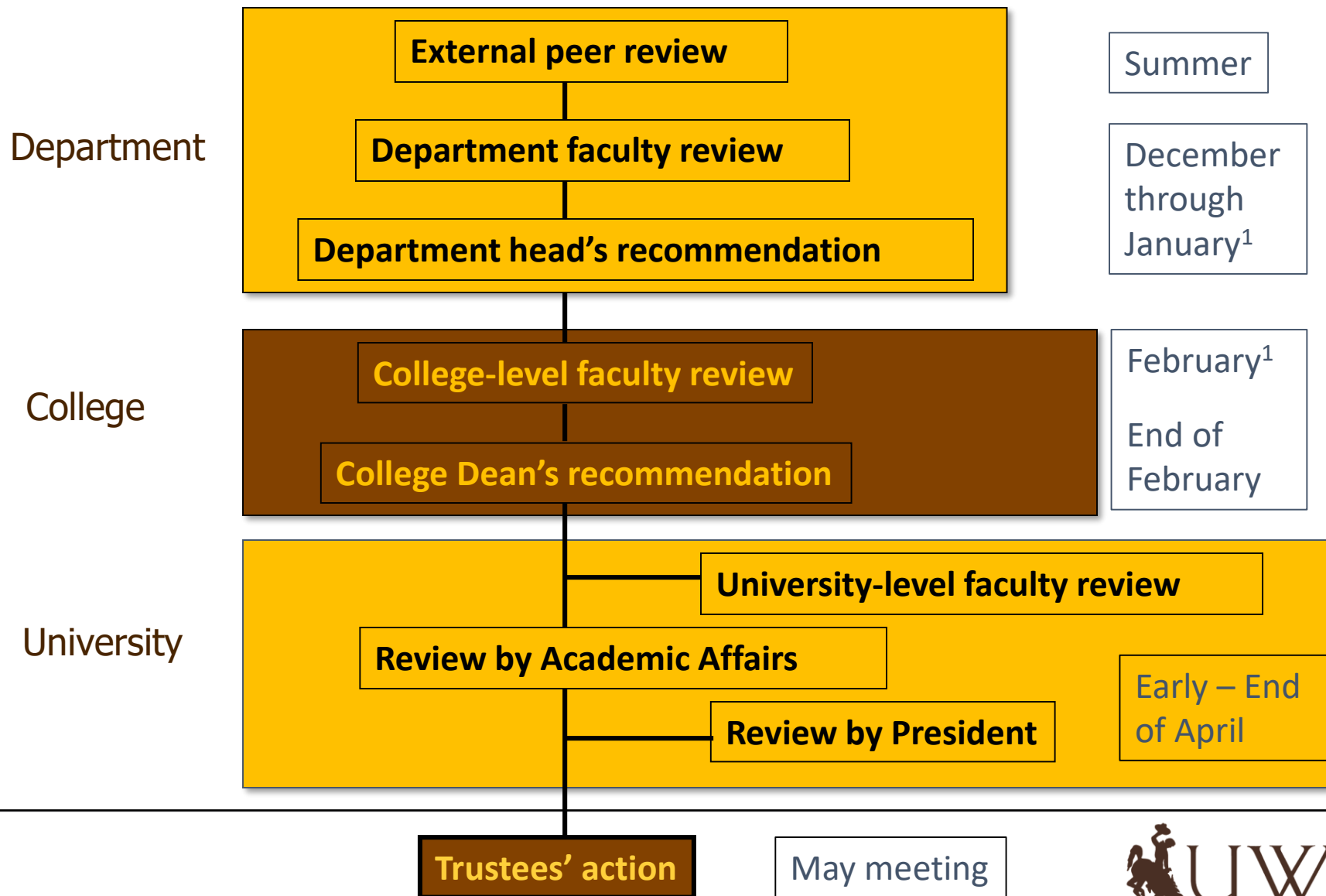
Cumulative record of previous years' evaluations at department, college and university levels included for reappointments, extended term, tenure & promotion

Annual documentation of:

- **Teaching** effectiveness (student, peer, and administrative evaluations; self-reflection)
- Record of **Research/Scholarly Activity** (peer-reviewed publications, books, grants, creative work, plus external peer reviews for tenure decision)
- **Service** (UW committees, statewide service, professional organizations, extension/outreach)
- **Extension** (Tenure Stream Professors, Academic Professionals, including Extension Educators, in College of Agriculture and Natural Resources)



Review Processes



Trustees Action

- Only positive cases forwarded
- Cases presented as a slate
- Negative decisions in executive session
- March for first-year cases; May for all others

There is no tenure until the Trustees confer it.

Post-Tenure Review UW 5-808

- All faculty members have regular performance evaluations.
- Results affect salary (when merit raises are available) and future promotions.
- There are corrective measures for cases when performance falls below expectations.
- When these measures fail, dismissal is possible.

New in 2017

Standardizing annual evaluations and review/revision of job descriptions
Shift timeline from AY (May) to CY (Dec) to support Fall Semester planning



