

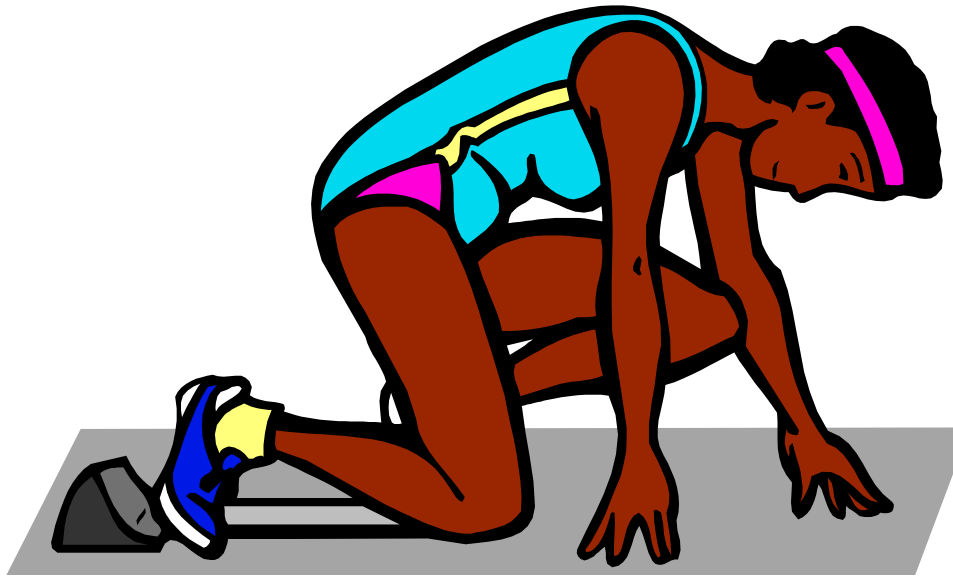
# DEMYSTIFYING THE TENURE PROCESS

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# The Starting Line



# At the Starting Line: Questions



- What does it mean to be in a tenure-track position?
  - To you professionally?
  - To your unit/college/university?
- What is your academic appointment?
  - What are the percentages of your teaching, research, and service?
- What are the expectations of this appointment?
  - What constitutes teaching? What are teaching expectations of your unit/college/university?
  - What constitutes research? What are the research expectations of your unit/college/university?
  - What constitutes service? What are the service expectations of your unit/college/university?
- What are the Tenure and Promotion Guidelines of your college/university?
- How well prepared were you for the starting line?
- Who will be your mentor through this process?

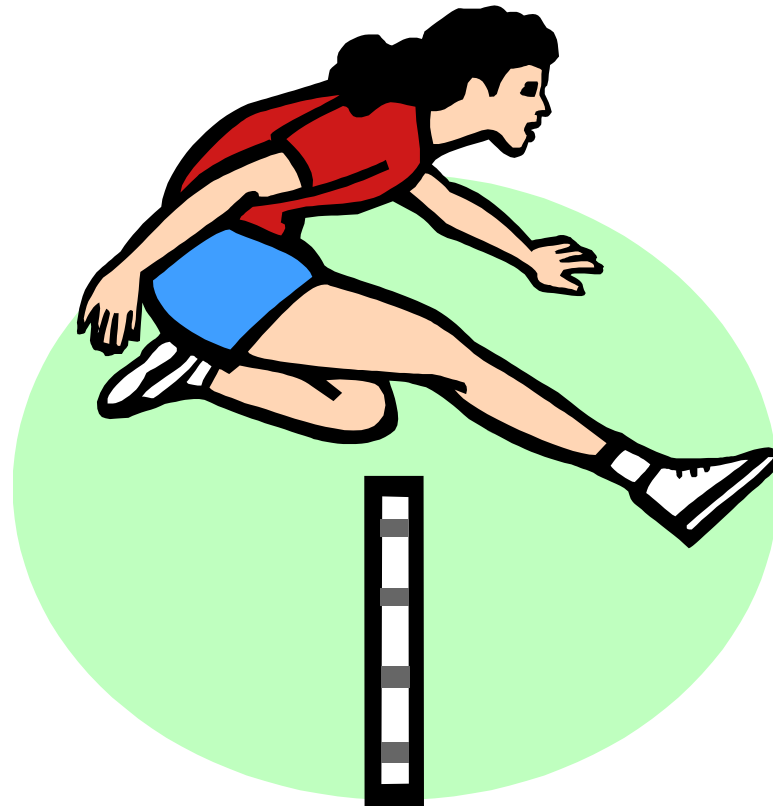
# Lapping the Tenure Track



# Yearly Tasks

- Record and monitor your progress
  - Utilize an organized system to record and monitor your progress
  - Review College/University tenure and promotion guidelines
  - Compile documents for your dossier
- Actively participate in your annual review
  - Provide detailed information about your activities
  - Ask for feedback regarding your progress toward tenure and ensure you receive a copy of that feedback in writing
  - Request readjustments to your appointment, if necessary, to accurately reflect your duties and responsibilities
  - Seek clarification for inconsistencies
  - Provide respectful response and supporting documentation should you disagree with your annual evaluation
- Adjust your efforts to correct scholarly productivity, teaching effectiveness, or service level
- Consider if your current appointment is a good fit for you

# The Mid-Tenure Review



# Embrace the Mid-Tenure Review

- Check your college guidelines for mid-tenure review
- Request informal mid-tenure review if your college does not have a mid-tenure review process
- Mid-tenure reviews usually occur after the completion of the third year of your academic appointment
- Consider if your current appointment is a good fit for you

# The Final Lap





# The Final Year of the Probationary Period

- Meet with your direct supervisor to discuss your achievements and progress towards tenure.
- Engage in an honest self-assessment of your tenure package
- Begin compiling your final dossier
  - Review the policies and procedures of the college/university
  - Ask to review a colleague's dossier
  - Allow colleagues to preview your dossier
- Review the college/university tenure process
- Contact potential external reviewers, if required

# The Finish Line

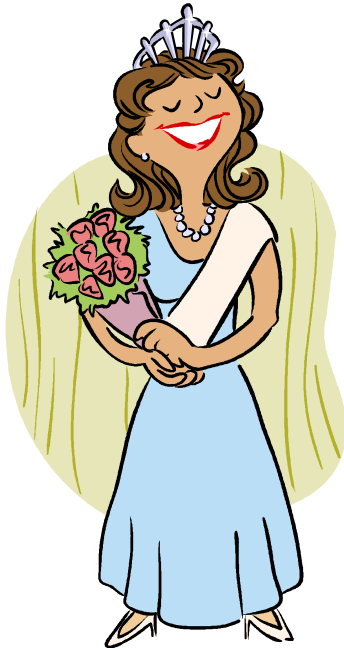


# Tenure Decisions

- Tenured
  - Tenure granted without promotion
- Tenured and Promoted
  - Tenure and promotion granted
- Denied Tenure
  - Tenure denied
  - At Louisiana Tech, a faculty may remain one academic year after the notification of denial of tenure

# Collegiality

- Collegiality IS NOT



A Popularity Award

- Collegiality IS



Shared Responsibility