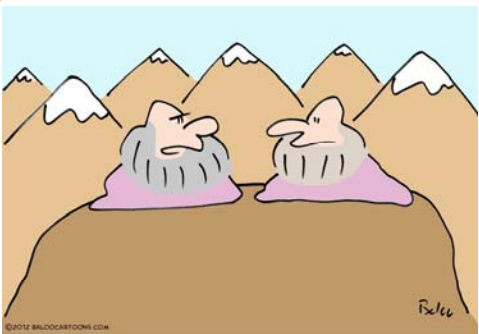


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ABOUT TENURE AND PROMOTION AT RIT

Dr. Christine Licata, Senior Associate Provost
Spring 2018

Division of Academic Affairs



"Enlightenment-shmenlightenment — what I'm worried about is *tenure*."

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WHY TENURE?

Academic freedom – ability of faculty to teach, research/create or communicate ideas

/ Limitations: controversial topics; unrelated to topics

Tenure preserves academic freedom by protecting faculty member from retaliation

/ Exceptions: gross professional misconduct; financial exigencies; program discontinuance

Most important: Tenure is predicated on a healthy peer-review process shared by faculty and administration

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HISTORICAL ARTIFACTS OF INTEREST

- 1800s – de facto tenure; donors and boards had power to remove faculty
- 1900 – Harvard, Columbia, U of Chicago began formal tenure policies
- AAUP "declaration of principles" 1915
- Watershed: AAUP's 1940 Statement of Principles on Academic Freedom and Tenure; see aaup.org/report/1940-statement-principles-academic-freedom-and-tenure

Reasons for tenure to be revoked (Policy E 23)

- Persistent incompetence
- Documented dishonesty
- Documented & persistent neglect of duty
- Willful failure to perform responsibilities
- Violation of University Policy
- Falsification of information on employment application or other employment materials

aaup
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Why tenure?

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"Today, class, I'm proud to announce my tenure."

BASIC CHARACTERISTICS

Basic Characteristics

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FACULTY CLASSIFICATIONS

Classification	Ranks	Notes
Tenure-track faculty	Assistant professor, associate professor, (full) professor	Primary responsibilities are teaching, scholarship, and service
Non-tenure track: Lecturers	Lecturer, senior lecturer, principal lecturer	Primary responsibilities are teaching and service; annual or multiple year contracts
Non-tenure track: Research faculty	Assistant research professor, associate research professor, research professor	Primary responsibility is research and must be funded by external funding
Non-tenure track: Visiting faculty	Visiting lecturer, visiting assistant professor, visiting associate professor, visiting professor	Limited to 3 years; primary responsibility teaching, scholarship, and service
Non-tenure track: Clinical faculty	Clinical instructor, assistant clinical professor, associate clinical professor, clinical professor	Practitioners with clinical responsibilities in organizations with a formal affiliation with RIT
Non-tenure track: Adjunct	Adjunct professor	Primary responsibility is teaching; part-time
Non-tenure track: Emeritus/emerita faculty	Emeritus/emerita associate professor or Emeritus/emerita professor	Reserved for full or associate professors when they retire or leave

Basic characteristics

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NUMBERS OF LECTURERS, TT, T 2017-2018

Non-Tenure-Track Faculty (Principal/Senior/Lecturers)	346	32%
Tenure-Track Faculty	169	15%
Tenured Faculty	574	53%
Total	1,089	100%

Basic characteristics 7

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BASIC CHARACTERISTICS: TT FACULTY

<ul style="list-style-type: none"> ▶ Tenure is housed in the colleges or GIS ▶ Faculty are hired with a 'tenure appointment' typically as an assistant professor ▶ Faculty are <u>assigned</u> to an academic unit, e.g., department 	<ul style="list-style-type: none"> ▶ All faculty have a letter of offer, contract, plan of work, and annual evaluation ▶ Assistant professors have statement of expectations ▶ While pre-tenure, faculty have 1-year contracts
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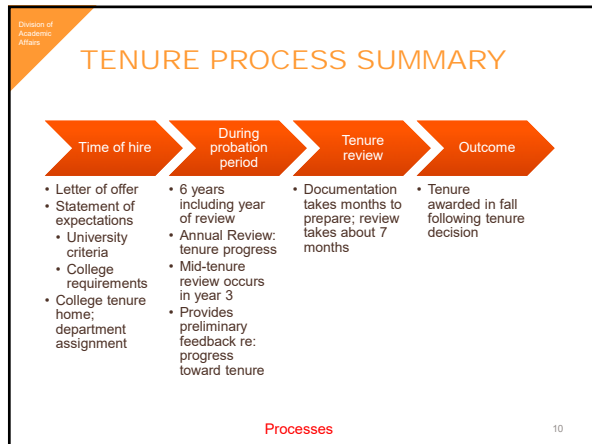
Basic characteristics 8

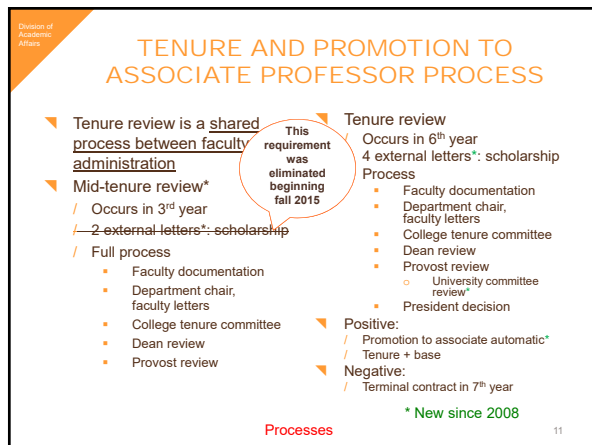
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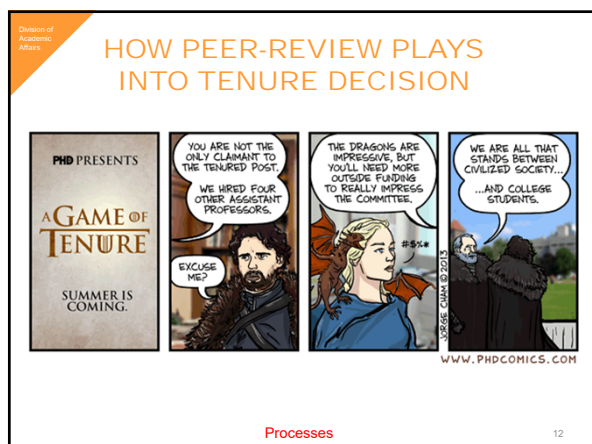
TT FACULTY WORK

<ul style="list-style-type: none"> ▶ Work is defined in 3 main dimensions: teaching, scholarship, and service ▶ Teaching (from current policy) "The view that teaching is the foremost activity of the RIT faculty is deeply rooted in the university's traditions. While teaching will continue to be a hallmark of RIT, scholarship is of significant importance, and service is also central to the academic endeavor." 	<ul style="list-style-type: none"> ▶ Scholarship includes research, creative work, and service. It is important to note that only TT faculty have the expectation to do all 3 dimensions; lecturers are expected to teach and do service; research faculty are expected to only do research. ▶ Service: Values all kinds of service in support of the mission of the university – committee, advising, engagement with the community on behalf of RIT
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Basic characteristics 9







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CRITERIA FOR TENURE AND PROMOTION

- University Criteria, College Expectations, Statement of Expectations – uniform across RIT (Policy E5.0)
- Criteria or expectations are set by policy –university policy such as E5.0 and college policy / expectations.
 - President approves university policy, which is approved by Academic Senate (AS)
 - Provost approves college policy but college policy is voted by the tenured faculty
 - College expectations for tenure approved by AS
- University Criteria follows AAUP guidelines and is consistent across most major universities.
 - Service:
 - Expected but minimal at first
 - Teaching:
 - Ability to convey key expertise and knowledge recognizing needs of learners
 - Scholarship:
 - Documented, disseminated, peer-reviewed
 - Disciplinary and interdisciplinary
 - Boyer: 5 types
- RIT has regularly updated its tenure policies

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CRITERIA FOR TENURE AND PROMOTION

- The University Standard:

"The RIT tenure policy is designed to encourage and reward excellence in teaching, scholarship, and service and to promote the atmosphere of critical inquiry and creative expression that is vital to the academic and cultural life of the university. Tenure is earned by demonstrated achievements and ongoing pursuit of advancements in **teaching**, **scholarship**, and **service**, guided by concern for students' and colleagues' personal worth and advancement."

A comment about collegiality: RIT follows AAUP guidance in that collegiality should NOT be considered as a 4th criteria but rather how it undergirds all three

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POLICY E04.0

- "The university recognizes the importance of a constructive and cooperative environment (more generally referred to as "collegiality") in order for faculty to fully achieve success in teaching, scholarship, and service. The university expects all faculty to exhibit the qualities of collegiality and to uphold the principles outlined in the university's Honor Code (P3.0), Core Values (P4.0), Diversity Statement (P5.0), and Commitment to Environmental Sustainability (P6.0). This is not intended to be used to violate the principle of academic freedom but to encourage civil discourse."

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CHANGES BEGINNING FALL 2015

- ▶ Automatic extension of probationary period:
New parent (birth/adoption)
- ▶ Mid-tenure review no longer requires external letters or external member on review committee

- ▶ Department access to external letters for tenure review
- ▶ Clarification of promotion process:
 - / Criteria
 - / Standards
 - / Body of evidence
 - / College specific tenure expectations require Academic Senate approval (2/23/2017)

Challenges and changes

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FAQs

- ▶ When a university changes its mission or strategic direction, how does that get reflected in the tenure process?
 - / Research added within the last 25 years; Boyer's taxonomy; scholarship of engagement
- ▶ Can someone pause the tenure process without leaving the university?
 - / Yes, in certain situations like family care or if they want to pursue research 100%.


- ▶ How does the tenure process and timeline address unique challenges such as family needs?
 - / The revised ES.0 addresses this with automatic extensions to the probation period.
- ▶ What portion of the tenure review is qualitative and what portion is quantitative?
 - / Hybrid: Quantitative data includes student rating of teaching effectiveness, citations, grant monies; Qualitative, input from external and internal letters; peer review of teaching

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QUESTIONS?

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


**FACULTY CAREER
DEVELOPMENT**

WIKI.RIT.EDU

Curious About the Mid-Tenure Review Process?

Updated 10/2016. Original version available at www.fcdweb.org or bit.ly/fcd-web



**FACULTY CAREER
DEVELOPMENT**

Mid-Tenure Review Panel and Supervisor

Mid-Tenure Review Panel: 10, 11, 12 pm

Mid-Tenure Review Supervisor: 10, 11, 12 pm

Registration: <http://www.fcdweb.org>

Panel members will be asked to provide feedback on your mid-tenure review panel. This is a critical part of the process. Your feedback will be used to improve the process. Your feedback will be used to improve the process. Your feedback will be used to improve the process.

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Date	Topic
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10/11	Mid-Tenure Review Panel and Supervisor
10/12	Mid-Tenure Review Panel and Supervisor
10/13	Mid-Tenure Review Panel and Supervisor
10/14	Mid-Tenure Review Panel and Supervisor
10/15	Mid-Tenure Review Panel and Supervisor
10/16	Mid-Tenure Review Panel and Supervisor
10/17	Mid-Tenure Review Panel and Supervisor
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10/26	Mid-Tenure Review Panel and Supervisor
10/27	Mid-Tenure Review Panel and Supervisor
10/28	Mid-Tenure Review Panel and Supervisor
10/29	Mid-Tenure Review Panel and Supervisor
10/30	Mid-Tenure Review Panel and Supervisor
10/31	Mid-Tenure Review Panel and Supervisor

ABOUT THE MID-TENURE REVIEW PANEL



ABOUT THE MID-TENURE REVIEW PANEL

The Mid-Tenure Review Panel is a group of faculty members who are responsible for reviewing the performance of faculty members who are approaching their mid-tenure review. The panel is composed of faculty members who are not in the same department as the faculty member being reviewed. The panel members are selected by the Faculty Career Development Office. The panel members are responsible for providing feedback to the faculty member being reviewed. The panel members are also responsible for recommending the faculty member for a salary increase or a promotion. The panel members are also responsible for recommending the faculty member for a sabbatical or a leave of absence. The panel members are also responsible for recommending the faculty member for a change in department or a change in title. The panel members are also responsible for recommending the faculty member for a change in rank or a change in status. The panel members are also responsible for recommending the faculty member for a change in salary or a change in benefits. The panel members are also responsible for recommending the faculty member for a change in housing or a change in transportation. The panel members are also responsible for recommending the faculty member for a change in health insurance or a change in life insurance. The panel members are also responsible for recommending the faculty member for a change in retirement or a change in pension. The panel members are also responsible for recommending the faculty member for a change in vacation or a change in sick leave. The panel members are also responsible for recommending the faculty member for a change in professional development or a change in training. The panel members are also responsible for recommending the faculty member for a change in research or a change in teaching. The panel members are also responsible for recommending the faculty member for a change in service or a change in administration. The panel members are also responsible for recommending the faculty member for a change in community service or a change in public service. The panel members are also responsible for recommending the faculty member for a change in leadership or a change in management. The panel members are also responsible for recommending the faculty member for a change in innovation or a change in creativity. The panel members are also responsible for recommending the faculty member for a change in collaboration or a change in teamwork. The panel members are also responsible for recommending the faculty member for a change in communication or a change in writing. The panel members are also responsible for recommending the faculty member for a change in presentation or a change in speaking. The panel members are also responsible for recommending the faculty member for a change in networking or a change in social media. The panel members are also responsible for recommending the faculty member for a change in marketing or a change in advertising. The panel members are also responsible for recommending the faculty member for a change in public relations or a change in media relations. The panel members are also responsible for recommending the faculty member for a change in fundraising or a change in development. The panel members are also responsible for recommending the faculty member for a change in philanthropy or a change in social responsibility. The panel members are also responsible for recommending the faculty member for a change in sustainability or a change in environmental stewardship. The panel members are also responsible for recommending the faculty member for a change in diversity or a change in inclusion. The panel members are also responsible for recommending the faculty member for a change in equity or a change in justice. The panel members are also responsible for recommending
