RIT Tenure

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Roadmap

• Why tenure?
• Basic characteristics
  – TT faculty
  – Lecturers
• Processes
  – TT faculty
  – Lecturers
• Challenges and proposed changes

"Behind one door is tenure - behind the other is flipping burgers at McDonald's."
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WHY TENURE?

http://www.encyclopedia.com/video/bUOLjSBg1gY-guys-talk-tenure.aspx
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 by faculty and administration
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

Ward Churchill
- Prof of ethnic studies @ U Colorado Boulder
- Scholarship: historical treatment of political dissension
- Jan., 2005 “On the Justice of Roosting Chickens”
- Calls for his termination on basis of content; academic freedom tested; research integrity and misconduct; fired July 2007
BASIC CHARACTERISTICS

“Today, class, I’m proud to announce my tenure.”
## Faculty classifications and ranks

<table>
<thead>
<tr>
<th>Classification</th>
<th>Ranks</th>
<th>Notes</th>
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<tbody>
<tr>
<td>Tenure-track faculty</td>
<td>Assistant professor, associate professor, (full) professor</td>
<td>‘Instructor’ rank retired in 2010; primary responsibilities are teaching, scholarship, and service</td>
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<tr>
<td>Non-tenure track: Lecturers</td>
<td>Lecturer, senior lecturer, principal lecturer</td>
<td>Primary responsibilities are teaching and service; annual or multiple year contracts</td>
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<tr>
<td>Non-tenure track: Research faculty</td>
<td>Assistant research professor, associate research professor, research professor</td>
<td>Primary responsibility is research and must be funded by external funding</td>
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<td>Non-tenure track: Visiting faculty</td>
<td>Visiting lecturer, visiting assistant professor, visiting associate professor, visiting professor</td>
<td>Limited to 3 years; primary responsibility teaching, scholarship, and service</td>
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<td>Non-tenure track: Clinical faculty</td>
<td>Clinical instructor, assistant clinical professor, associate clinical professor, clinical professor</td>
<td>Practitioners with clinical responsibilities in organizations with a formal affiliation with RIT</td>
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<td>Non-tenure track: Adjunct</td>
<td>Adjunct professor</td>
<td>Primary responsibility is teaching; part-time</td>
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<td>Non-tenure track: Emeritus/emerita faculty</td>
<td>Emeritus/emerita associate professor or Emeritus/emerita professor</td>
<td>Reserved for full or associate professors when they retire or leave</td>
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# Numbers of TT, T, Lecturers

<table>
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<tr>
<th>Faculty Type</th>
<th>Number</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Non-Tenure-Track Faculty (Lecturers)</td>
<td>291</td>
<td>28%</td>
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<tr>
<td>Tenure-Track Faculty</td>
<td>174</td>
<td>16%</td>
</tr>
<tr>
<td>Tenured Faculty</td>
<td>594</td>
<td>56%</td>
</tr>
<tr>
<td>Total</td>
<td>1059</td>
<td>100%</td>
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Basic characteristics: TT faculty

• Tenure is housed in the colleges or GIS
• Faculty are hired with a ‘tenure appointment’ typically as an assistant professor
• Faculty are assigned to an academic unit; e.g., department
• 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
"Professor Smith learns how not to get tenure."

PROCESSES
How some look at the peer-review process

PHD PRESENTS

A GAME OF TENURE

SUMMER IS COMING.

PHD PRESENTS

YOU ARE NOT THE ONLY CLAIMANT TO THE TENURED POST.

WE HIRED FOUR OTHER ASSISTANT PROFESSORS.

THE DRAGONS ARE IMPRESSIVE, BUT YOU'LL NEED MORE OUTSIDE FUNDING TO REALLY IMPRESS THE COMMITTEE.

EXCUSE ME?

$%**

WE ARE ALL THAT STANDS BETWEEN CIVILIZED SOCIETY...

...AND COLLEGE STUDENTS.

WWW.PHDCOMICS.COM

8 Nov 2013 Processes
Tenure process summary

Time of hire
- Letter of offer
- Statement of expectations
  - University criteria
  - College requirements
- College tenure home; department assignment

During probation period
- 6 years including year of review
- Mid-tenure review occurs in year 3

Tenure review
- Dossier takes months to prepare; review takes about 7 months

Outcome
- Approved: Tenure awarded in fall of review year
- Denied: Faculty given 1 year terminal contract
Tenure and promotion to associate professor criteria and process

- **Criteria:**
  - Teaching, scholarship, service
  - Each college has additional requirements

- **Mid-tenure review***
  - Occurs in 3rd year
  - 2 external letters***: scholarship
  - Full process
    - Faculty dossier
    - Department chair, faculty letters
    - College tenure committee
    - Dean review
    - Provost review
    - President decision

- **Tenure review***
  - Occurs in 6th year
  - 4 external letters***: scholarship
  - Process
    - Faculty dossier
    - Department chair, faculty letters
    - College tenure committee
    - Dean review
    - Provost review
      - University committee review***
    - President decision

- **Positive:**
  - Promotion to associate automatic***
  - Tenure + base

- **Negative:**
  - Terminal contract in 7th year

* New since 2008
Criteria and Requirements

University Criteria
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.

College Requirements
Example: COS criteria:
- Instruction and pedagogy
- Academic and professional qualifications, scholarship and professional activities
- Contributions to the college and institute
- Community activities
CHALLENGES AND CHANGES
Proposed changes

Automatic extension of probationary period: New parent (birth/adoption)

- Department access to external letters for tenure review
- Clarification of promotion process:
  - Criteria
  - Standards
  - Body of evidence
QUESTIONS?