

Promotion and Tenure

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Philosophy of Tenure

- ✎ “Union defines tenure as Union University’s commitment to continue any full-time faculty member granted tenure in a full-time faculty position for which he or she is qualified, at a salary consistent with the previous years’ pay, until the effective date of resignation, retirement, the occurrence of a disability that renders the faculty member unqualified for the tenured position, or dismissal for cause.” (*Faculty Handbook*, B-8)
- ✎ “Union University believes that tenure is a privilege afforded only to faculty who have earned this honor.” (B-8)

Purpose and Policy

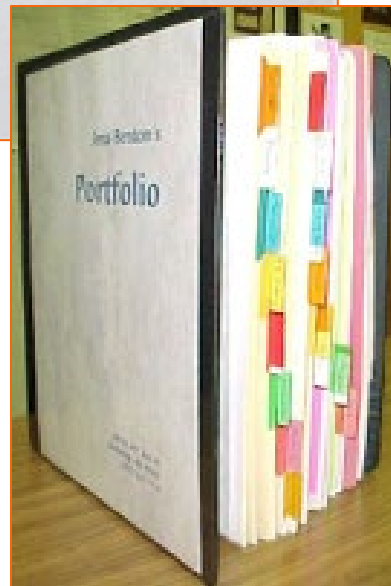
☞ Purpose:

- Professional Validation
- Affirmation of Excellence
- Tenure as Vote of Confidence and of Mutual Trust

☞ Our Policy:

- Tenure is Optional
- It is not an “Up or Out Policy”
- The responses to a tenure/promotion application can range from Yes, No, to Not-Yet

Terms



- ✧ **Artifact**—a product that demonstrates achievement
- ✧ **Folio**—a collection of artifacts
- ✧ **Portfolio**—a *focused* presentation of artifacts from the folio for a given purpose.

Making Your Case

- ✎ It is an evidence-based process: the case must be made on the basis of evidence
- ✎ The portfolio will consist of artifacts and narratives
- ✎ The portfolio needs to be selective in presenting relevant, appropriate, and compelling material
- ✎ Write with an awareness of audiences to whom you are making your case:
 - Promotion: Chair/Dean, Provost, President, Board of Trustees
 - Tenure: Chair/Dean, Tenure Committee, Provost, President, BOT
 - Respect the Audience's Time and Expertise
 - Make the case
 - Respect the space constraints
 - Write in compelling and readable prose

Why Use a Portfolio?

- ✎ Documents a faculty member's achievements.
- ✎ Allows for a *curated* and *narrated* presentation.
- ✎ Contained in an electronic platform (CD, pdf, etc), so it is portable and revisable.
- ✎ Allows for individuality and disciplinary distinctives.
- ✎ Can be used for a variety of purposes (including, but not exclusively, for promotion and tenure review).
- ✎ See Appendix K in Faculty Handbook (F-19)

Artifacts to Curate

- ✎ Draw on Faculty Development Plans (FDPs)
 - Format for FDP in Faculty Handbook (F-13)
- ✎ Includes the following categories:
 - Teaching
 - Scholarship
 - Service
 - Leadership (in the case of faculty leaders)

Artifacts to Curate

∞ Demonstrate achievements in teaching (Faculty Handbook, B-12)

- Artifacts that demonstrate pedagogical awareness
 - Syllabi
 - Learning objectives
 - Course projects
 - Assignments
 - Innovative projects
- Artifacts that demonstrate teaching excellence
 - Student evaluations
 - Notes from students
 - Reports from classroom observations by colleagues or chair
 - Drafts of graded assignments with edits and suggestions

Artifacts to Curate

Scholarship (Faculty Handbook, B-12)

- Publications
 - Books (Bibliography, cover photo, abstract, brief sample)
 - Book reviews, journal articles (abstract, full article if space permits)
- A scholarly plan
- Reference letters on the significance of the scholarship
- Presentations at conferences
 - Proposal
 - Conference brochure
 - Precis of the paper

Artifacts to Curate

Achievements in service (Faculty Handbook, B-13)

- University Service
 - Committee assignments
 - Task Teamwork
 - Advisory roles
- Service to Professional Societies
 - Board membership/leadership
- Service to Community
 - Local government
 - Civic organizations
- Service to Church
 - Teaching roles
 - Leadership roles

Narration

✎ **Each artifact included has a rationale statement that explains the significance of the artifact.**

- Succinctly written.
- Explaining the significance of the artifact/accomplishment.
- Written in terms that people outside your discipline can understand.

✎ **Specified narratives include**

- Personal Mission Statement
- Statement of Teaching Philosophy (including faith integration)
- Long-range Plan for Professional Growth
- Statement of Agreement with the Purpose of Union University
- Statement of Membership in and Active Participation in a Local Christian Church

Mission Fit

- ✧ “Demonstrate agreement with the purposes of Union University and demonstrate membership in and active participation in a local Christian church.” (B-8)
 - This speaks to the mutual trust in a healthy tenure system: the institution needs to be able to trust that the faculty member is wholeheartedly committed to the mission; the faculty member should have confidence that the university remains committed to its mission
 - This commitment can be expressed in the Personal Mission Statement, Statement of Teaching Philosophy, and the Statement of Agreement with the Purpose of Union University
 - What we are looking for is evidence of growth and maturity in the faculty member’s identification with the university mission

Contents

- ✎ Electronic submissions required
 - Submit PDF as an attachment
- ✎ Faculty Handbook, Appendix K (F-19)
- ✎ Samples could be obtained from colleagues in your discipline.

Process

- ✎ Written notification of intent to apply due to the Provost Office by October 27
- ✎ Review by Provost Office for minimum qualifications and eligibility status reported to applicant
- ✎ Consultation with department chair by early November
- ✎ Portfolios Due to Deans on December 1st at 4:00 pm