

Tenure & Promotion: Your Scholarly Expedition



Dr. Lisa Millhous

WCU New Faculty Orientation 2018



Photo Credit: Scott Polar Research Institute Cambridge, 1913

Your Scholarly Expedition



Dr. Roger
Mustalish



Dr. Paul
Morgan





Dr. Frank Fish

Locomotion in Whales Improves Turbine Design





DNA and Family Stories

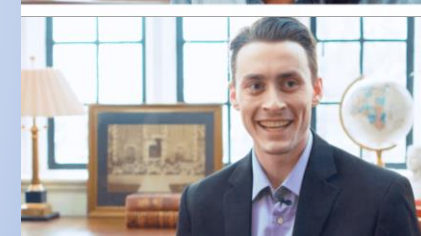




Photo Credit: Scott Polar Research Institute Cambridge

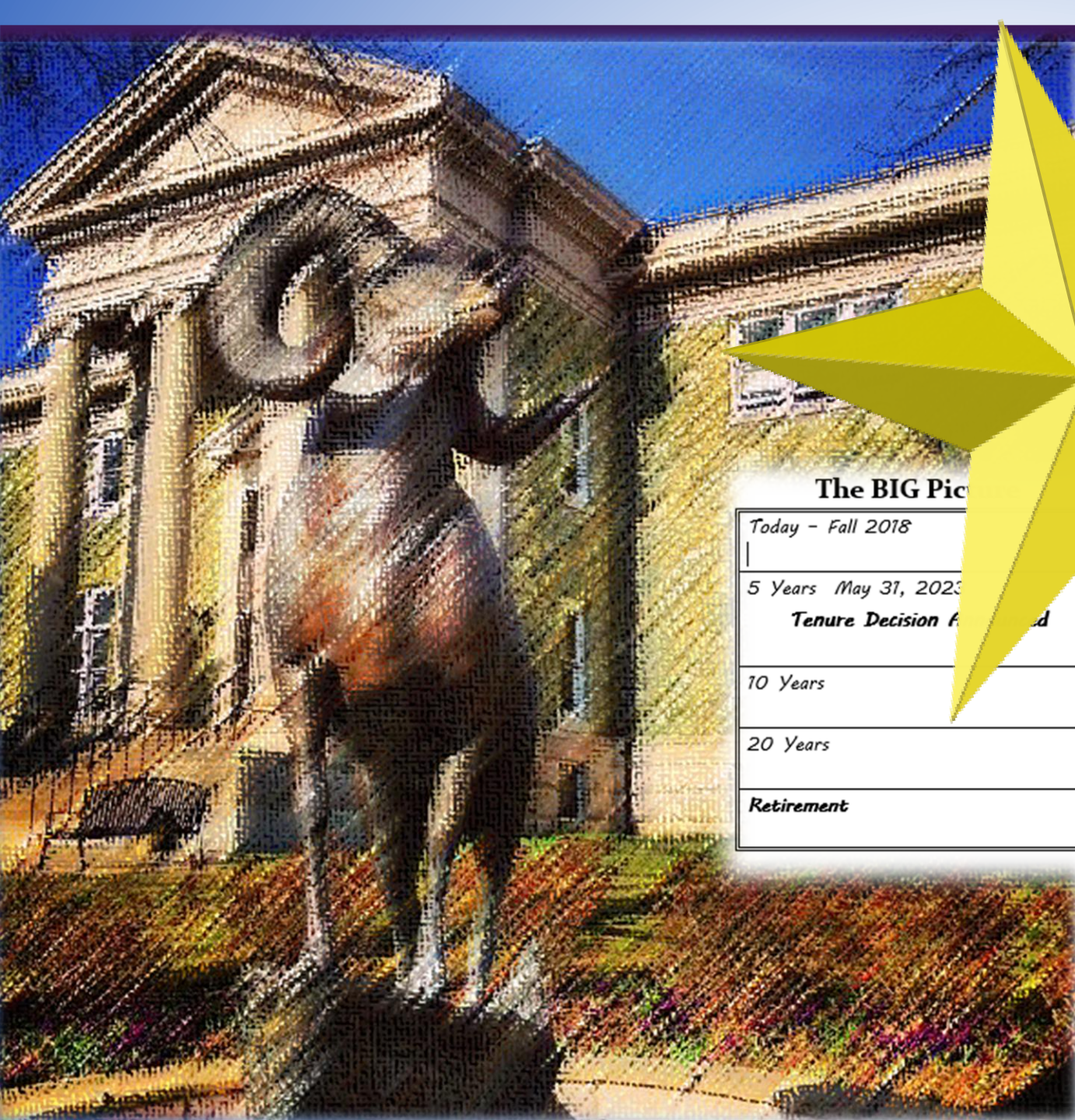
Expedition Schedule

- Career Map
- Fall 2018 Logistics
- Lifelines



Charting Your Course





The BIG Pic	
Today - Fall 2018	
5 Years	May 31, 2023
Tenure Decision Fall 2023	
10 Years	
20 Years	
Retirement	

Tenure Announcement:

May 31, 2023

Photo Credit: Scott Polar Research Institute Cambridge, 1913



Retirement

**Your Date
Here**



Milestones



Tenure Rate

90%-100%

Promotion Rate

Associate: 80%-90%

Full: 70%-80%

Focus on the Details Fall 2018

Date (Sep)	High Tide				Low Tide			
	Time (ET)	Height (ft)	Time (ET)	Height (ft)	Time (ET)	Height (ft)	Time (ET)	Height (ft)
1	---	---	1:07 pm	4	7:23 am	0.3	8:07 pm	0.5
2	1:28 am	3.5	2:03 pm	4	8:13 am	0.3	9:10 pm	0.5
3	2:29 am	3.4	3:07 pm	4.1	9:11 am	0.3	10:19 pm	0.5
4	3:41 am	3.3	4:17 pm	4.3	10:17 am	0.3	11:27 pm	0.4
5	4:54 am	3.4	5:25 pm	4.5	11:25 am	0.2	---	---
6	6:02 am	3.6	6:28 pm	4.7	12:31 am	0.2	12:30 pm	0.1
7	7:03 am	3.9	7:25 pm	4.9	1:29 am	0	1:31 pm	-0.1
8	7:58 am	4.2	8:19 pm	5.1	2:23 am	-0.1	2:28 pm	-0.2
9	8:49 am	4.4	9:09 pm	5.1	3:13 am	-0.3	3:23 pm	-0.3
10	9:39 am	4.6	9:58 pm	4.9	4:01 am	-0.3	4:15 pm	-0.3
11	10:27 am	4.7	10:45 pm	4.7	4:48 am	-0.3	5:07 pm	-0.2
12	11:15 am	4.6	11:33 pm	4.4	5:34 am	-0.2	5:58 pm	-0.1
13	---	---	12:03 pm	4.5	6:20 am	0	6:51 pm	0.1
14	12:21 am	4	12:52 pm	4.3	7:07 am	0.2	7:45 pm	0.3
15	1:12 am	3.7	1:45 pm	4.1	7:56 am	0.3	8:42 pm	0.4
16	2:08 am	3.4	2:41 pm	3.9	8:49 am	0.5	9:42 pm	0.6
17	3:09 am	3.1	3:41 pm	3.8	9:46 am	0.6	10:44 pm	0.6
18	4:13 am	3	4:40 pm	3.8	10:45 am	0.7	11:42 pm	0.6
19	5:14 am	3.1	5:35 pm	3.9	11:42 am	0.7	---	---
20	6:07 am	3.2	6:24 pm	4	12:34 am	0.5	12:34 pm	0.6
21	6:53 am	3.4	7:09 pm	4.1	1:20 am	0.5	1:21 pm	0.5
22	7:35 am	3.6	7:50 pm	4.2	2:00 am	0.4	2:04 pm	0.4
23	8:13 am	3.8	8:28 pm	4.3	2:37 am	0.3	2:45 pm	0.3
24	8:50 am	3.9	9:05 pm	4.3	3:12 am	0.2	3:24 pm	0.2
25	9:25 am	4.1	9:41 pm	4.3	3:46 am	0.1	4:02 pm	0.2
26	9:59 am	4.2	10:16 pm	4.1	4:19 am	0.1	4:41 pm	0.2
27	10:35 am	4.3	10:53 pm	4	4:53 am	0.1	5:22 pm	0.2
28	11:12 am	4.3	11:34 pm	3.8	5:30 am	0.1	6:07 pm	0.2
29	11:54 am	4.3	---	---	6:10 am	0.2	6:56 pm	0.3
30	12:19 am	3.6	12:44 pm	4.3	6:57 am	0.2	7:53 pm	0.4

Where are we headed?

SIGNPOSTS:

- www.APSCUF.org/members/contracts/
Relevant CBA articles:
 - 12 Evaluation
 - 14 Renewals/Non-renewals
 - 15 Tenure
 - 16 Promotions
- wcupa.edu/Provost/
WCU Tenure Policy, Promotion Policy, evaluation forms
also, who is on the University-wide Tenure Committee (TeP) changes yearly (staggered 2-year terms)





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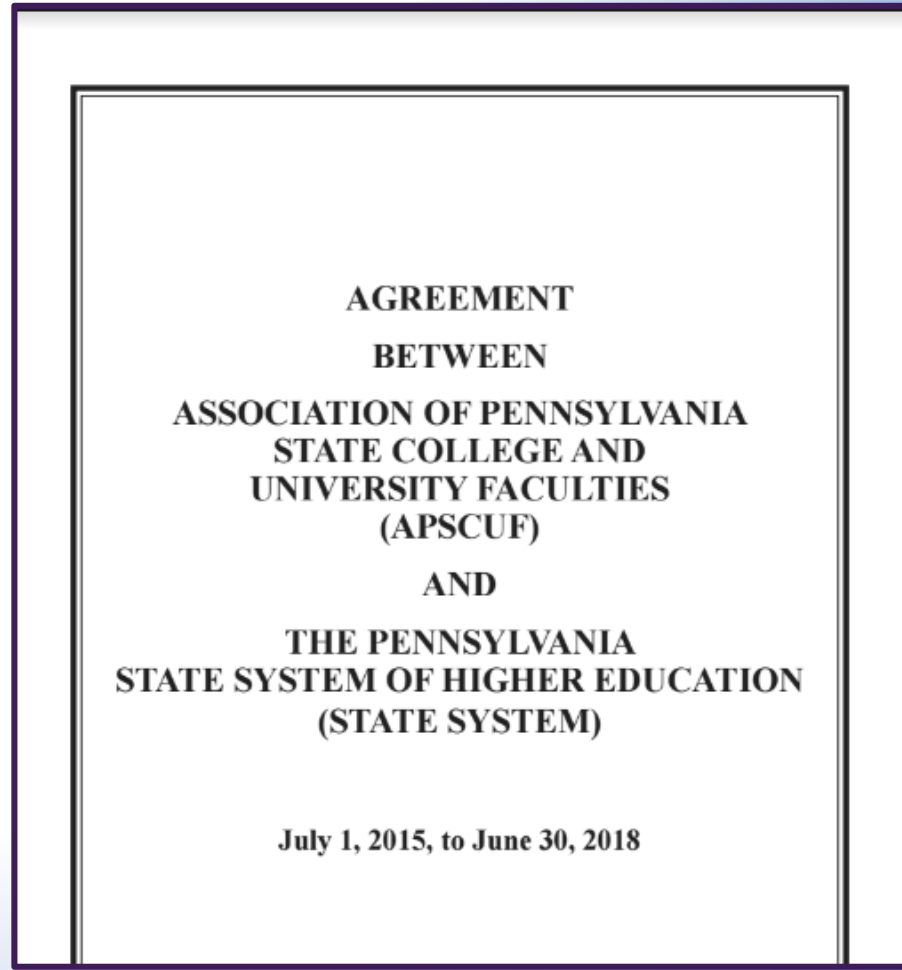
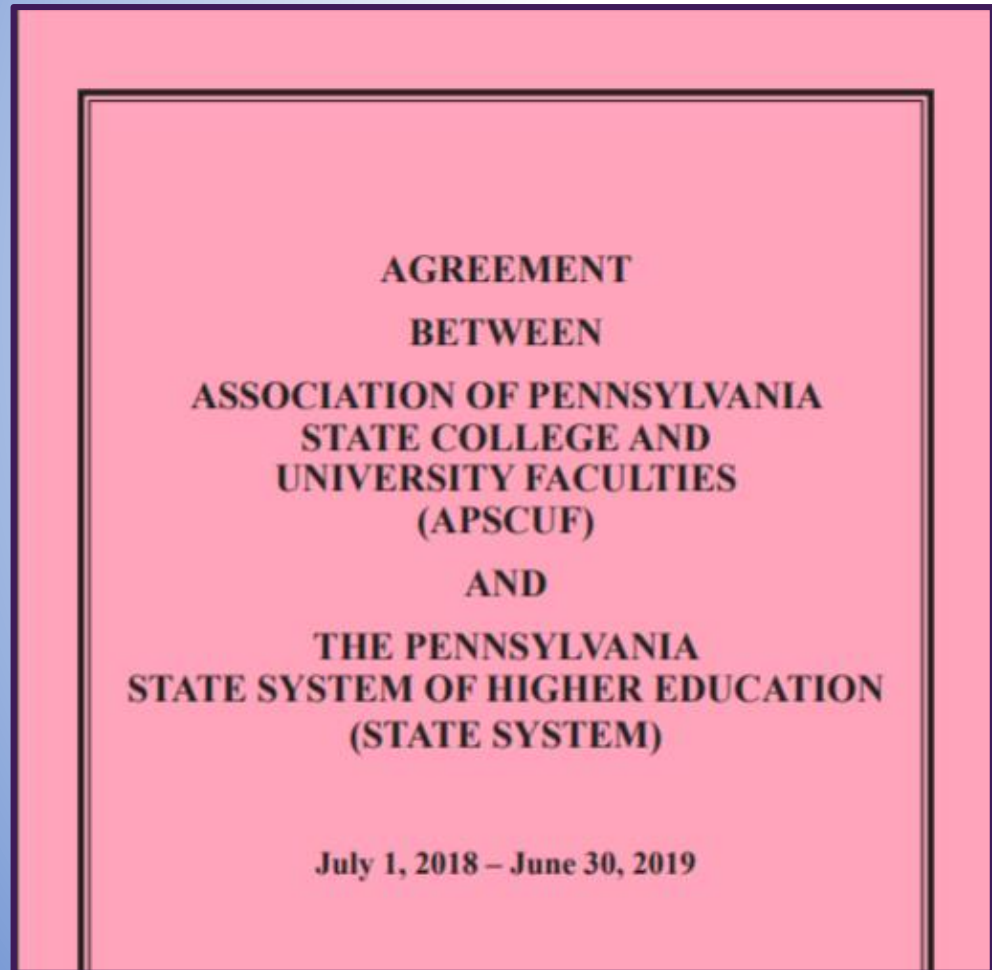
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The Collective Bargaining Agreement



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Dr. R. Lorraine (Laurie) Bernotsky

Executive Vice President

Provost

Professor of Public Policy & Administration

LBernotsky@wcupa.edu

Dr. R. Lorraine (Laurie) Bernotsky is Executive Vice President and Provost at West Chester University of Pennsylvania, the largest university in the Pennsylvania State System of Higher Education. The Academic Affairs Division is comprised of five colleges offering over 100 academic degree programs and houses the Office of Institutional Research, the Center for International programs, the offices of undergraduate admissions, enrollment management, financial aid, graduate studies, and undergraduate student support services. Roughly 850 faculty serve more than 16,000 students, 2,300 of whom are graduate students. [Read more about Dr. Bernotsky.](#)

Vision Statement

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- [CBA & Policy Dates AY17-18](#)

ACADEMIC AFFAIRS

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FacultyEvaluationSc....xls

Type here to search

Taskbar icons: File Explorer, Edge, Word, Excel, PowerPoint, Chrome, Help, Network, Volume

6:17 PM 7/17/2018

Year 1 = Fall 2018

Year 1 Evaluation (Article 12 in your CBA)

**For each evaluation, you should have the opportunity to speak with the evaluator about their evaluation after they have completed it and before they have forwarded it on. Once their evaluation is submitted, you have a small window to submit a rebuttal that will be attached to the evaluation for all subsequent evaluators to see (rebuttal is optional).*

January 2019

Submit materials to your Dept. Evaluation Committee. Discuss their evaluation with them in a face-to-face meeting.

January 30, 2019

Dept. Eval Committee submits Year 1 recommendation for renewal to chair/Dean

Late Jan-Early Feb 2019

Meet with your Dept. Chair to discuss the Eval Committee recommendation and your year 1 materials prior to the Chair finalizing evaluation.

February 7, 2019

Dept. Chair submits year 1 recommendation for renewal to the dean.

February 2019

Receive draft version of Dean's Year 1 recommendation. You have the option to meet with the dean before it is finalized.

February 28, 2019

Dean submits year 1 recommendation for renewal to the Provost.

April 1, 2019

President notifies first-year faculty of renewal for 2019-2020. [CBA Article 14]

Note: Dates are different if you started your tenure-track position in January.



Year 2 = Spring+ Semester

Year 2 Evaluation

**Officially only Fall semester is within the Year 1 evaluation and only Spring semester (+summer is optional) is within the Year 2 evaluation. BUT your SRIS student evaluations may not be available until later in February. You should submit everything that was not considered in your year 1 evaluation in your year 2 evaluation even if it technically occurred in Year 1. The goal is to have your Committee and Chair review all of your accomplishments as you make them so that in your 5th year they can write a summative evaluation (having already seen everything earlier).*

October 2019	Submit materials to your Dept. Evaluation Committee. Discuss their evaluation with them in a face-to-face meeting.
November 1, 2019	Dept. Eval Committee submits Year 2 recommendation for renewal to chair/Dean
First week Nov 2019	Meet with your Dept. Chair to discuss the Eval Committee recommendation and your year 2 materials prior to the Chair finalizing evaluation.
November 8, 2019	Dept. Chair submits year 2 recommendation for renewal to the dean.
December 2019	Receive draft version of Dean's Year 2 recommendation. You have the option to meet with the dean before it is finalized.
December 15, 2019	Dean submits year 2 recommendation for renewal to the Provost.
January 30, 2020	President notifies probationary faculty of renewal for 2020-2021.



to do list

Year 1 To Do List

1. Create new Vits, only WCU work
2. Talk to your Department Chair:
 - a. Who is my Dept. Eval Committee?
 - b. I need Dept. Teacher-Scholar model
3. Teaching (or primary assignment) observed by 2 faculty peers and Dept. chair in first semester. Showcase your classroom repertoire at its broadest.
4. Collect informal feedback on courses from students (You won't get formal feedback in time to make changes).
5. Make sure SRIS (formal student feedback) are administered in your courses.
6. Grades due on Tuesday each week (usually by 3 pm)
7. Year 1 Evaluation starts mid-June. During break put a packet together for your Dept. Eval Committee.
8. **During Spring**, make sure 2 peers observe your teaching; make sure SRIS are collected in all classes.
9. Plan new service activities for next Fall, many elections are in March-April
10. Revisit what you are doing. **DON'T** overextend yourself. Pace yourself.
11. **During summer**, organize evidence from previous year, put together packet

Formal Student Evaluations (SRIS)

Every Class, Every Semester



27227

West Chester University Student Rating of Instructor Survey



Course: _____ Section: _____ SRIS No: _____

West Chester University seeks your input in the evaluation of your instructor. Please answer the following questions as they apply to the instructor under evaluation. Try to put aside your reaction to the course itself and focus on the quality of instruction provided by this instructor. Please completely darken one circle corresponding to the single best response for each question. The instructor will not have access to any individual responses, only the class results as a whole, and those only *after* the course is complete and the grades posted. Your participation is important to help us make West Chester a better university.

1. Please rate the quality of teaching provided by this instructor.

Outstanding

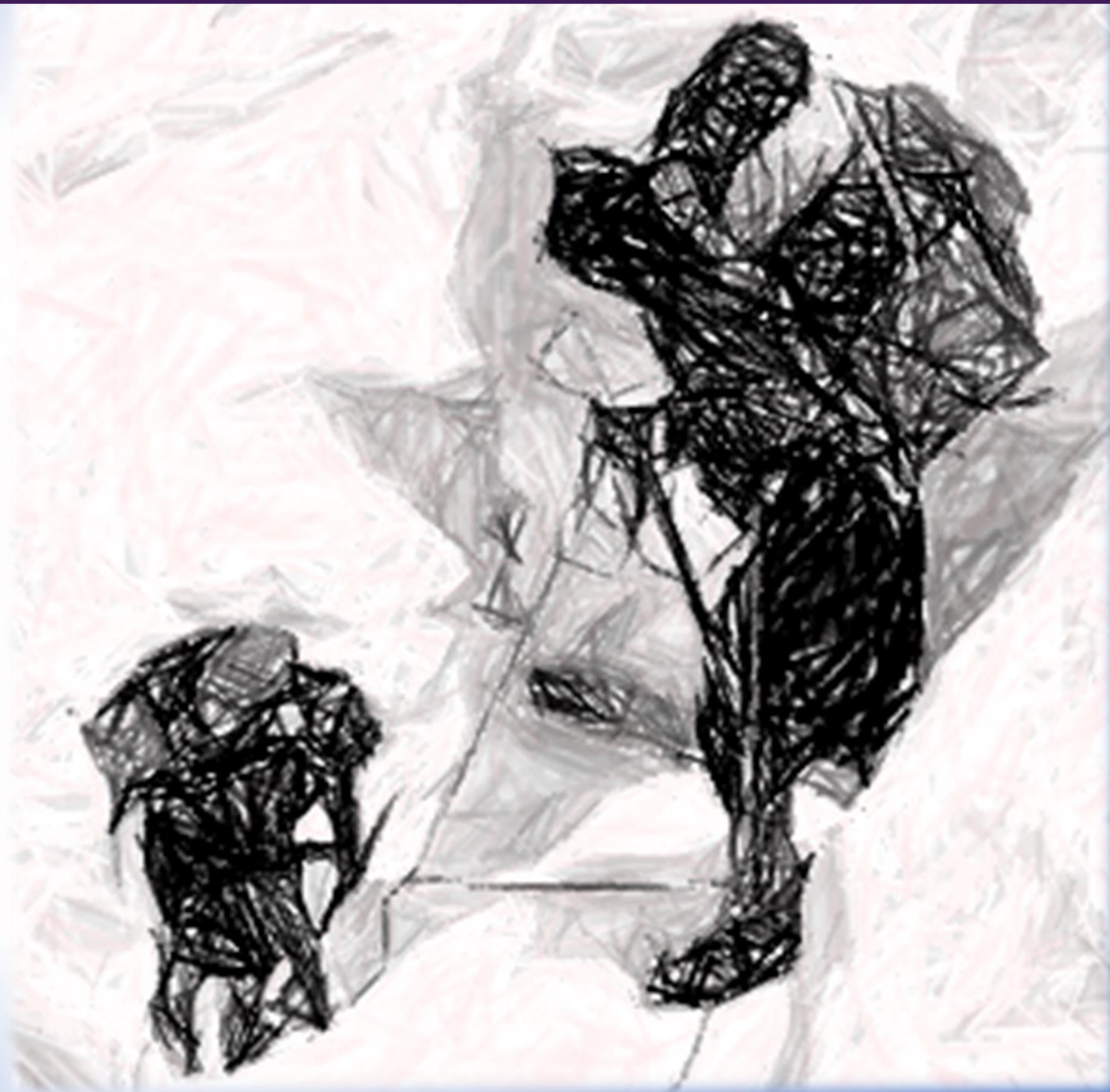
Poor

6 5 4 3 2 1
○ ○ ○ ○ ○ ○



Obstacles...

Creating Career Life-Lines



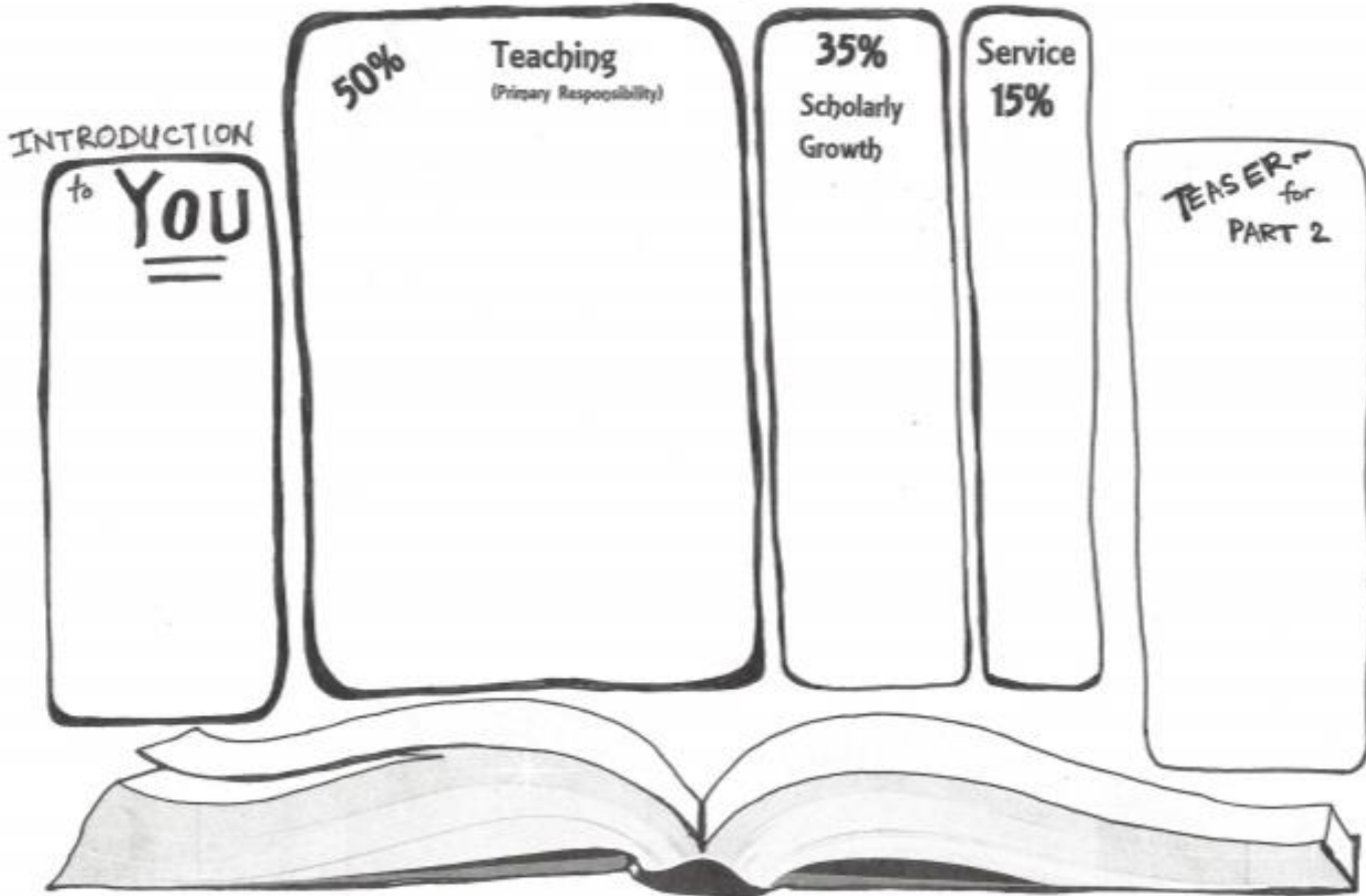
Meet with your Department Chair

- Who is on my Department Evaluation Committee?
- Do we have a peer observation form our department uses?
- Get a copy of the Department Teacher-Scholar Model
- Ask about service opportunities in the department, and do not overextend yourself!

Read the [Manual] Evaluation Criteria

- YOUR Statement of Expectations
- Your Dept. Teacher-Scholar Model
- WCU University-Wide Model
- System-Wide Collective Bargaining Agreement

EXPEDITION NARRATIVE: Part 1 TENURE



Criteria for Tenure by Rank (Tenure Policy)

D. → Criteria for Tenure by Rank ¶

*From the WCU Tenure Policy (2011) page 14. --For tenure you are measured against the paragraph of your current rank. --↔
For promotion you are measured against the paragraph of the rank you aspire to. ¶*

Instructor ¶

Instructors must demonstrate substantive contributions to the West Chester University academic community. -- The Instructor's first priority is to teach assigned courses and/or execute assigned duties within their defined area of expertise. -- Teaching and advising effectiveness or competence in the primary assignment for their defined area of expertise must be established commensurate with experience. -- Instructors demonstrate that they continue to build their teaching ability through attending professional development workshops (or other experiences) and producing tangible outcomes of such opportunities. Instructors must demonstrate that they are keeping current with their area of expertise through attending conferences, participation in educational opportunities including short courses, workshops, continuing education, graduate coursework, or other means appropriate to their discipline. -- They must demonstrate an increasing degree of participation in professional venues by active participation as a presenter, respondent, panelist, consultant, or other featured role. -- Instructors must demonstrate to their department that they can be relied on to contribute to the functioning of the department. -- Their work should be competent and professional. ¶

Assistant Professor ¶

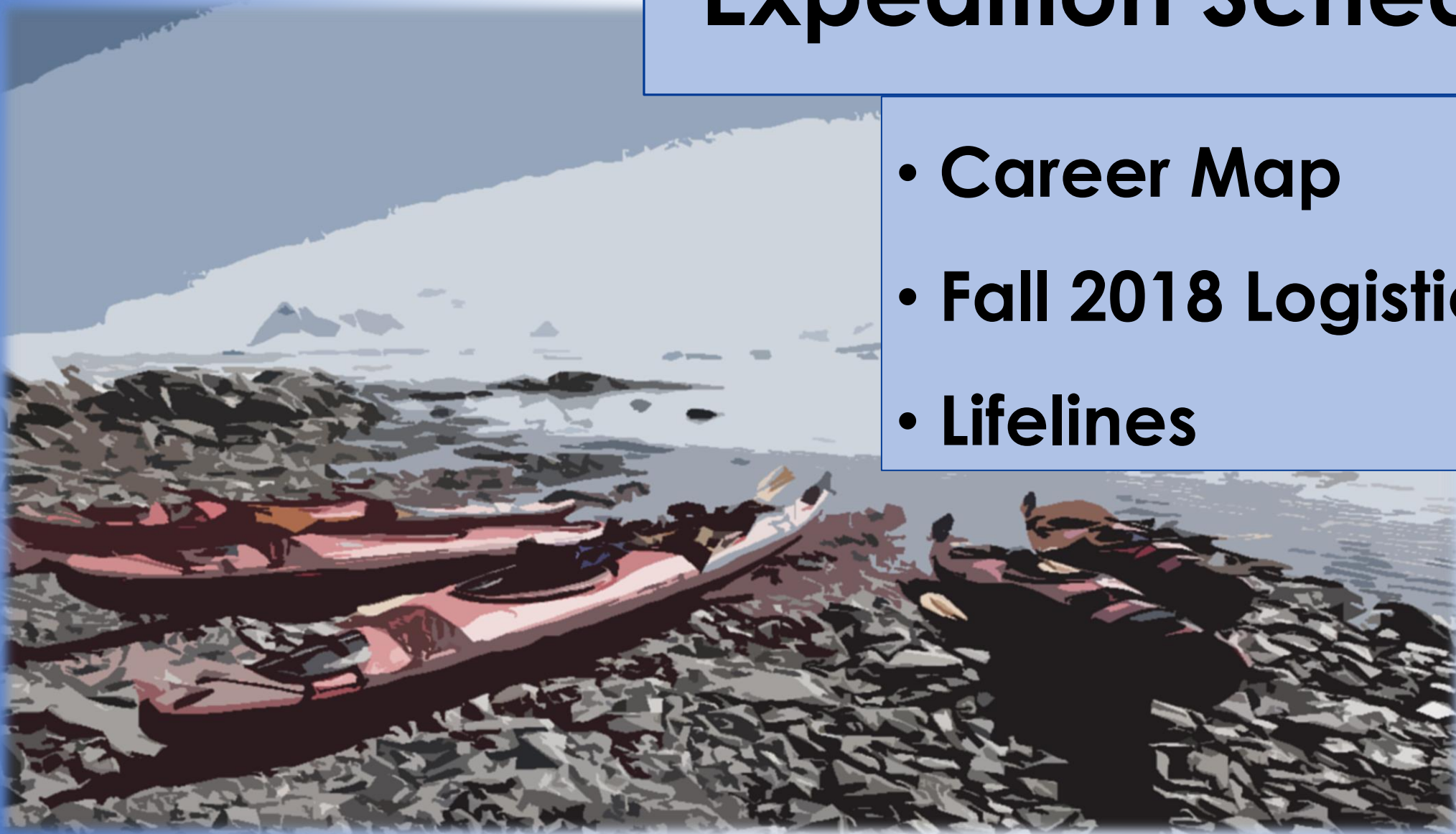
Assistant Professors must demonstrate that they have the potential for a successful career in academia. -- Teaching and advising effectiveness or competence in the primary assignment must be established commensurate with experience. -- The Assistant Professor teaches assigned courses or performs assigned duties, shows sound professional judgment, performs advising duties (if assigned), and performs professional

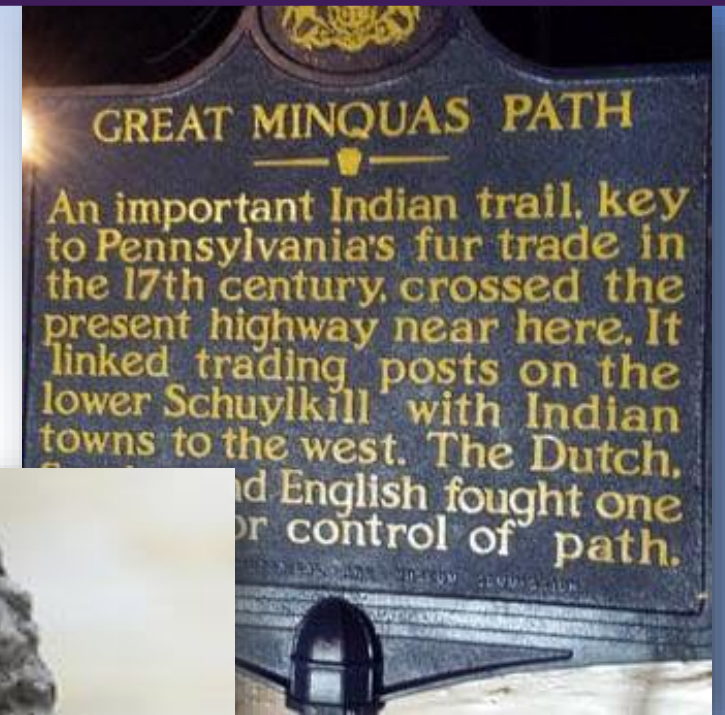


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