

Tenure & Promotion: *YOUR Scholarly Expedition*

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The BIG Picture

<i>Today - Fall 2019</i>
<i>5 Years May 31, 2024</i> <i>Tenure Decision Announced</i>
<i>10 Years 2029</i>
<i>20 Years 2039</i>
<i>Retirement</i>

Milestones

Tenure Rate 90%-100%

Promotion Rate:

Associate: 80%-90%

Full 70%-80%



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)

Year 1 To Do List

1. *Create new Vita, 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 after exam week (usually by 3 pm)*
7. *Year 1 Evaluation starts mid-January. 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*

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 2020	Submit materials to your Dept. Evaluation Committee. Discuss their evaluation with them in a face-to-face meeting.
January 30, 2020	Dept. Eval Committee submits Year 1 recommendation for renewal to chair/Dean
Late Jan-Early Feb 2020	Meet with your Dept. Chair to discuss the Eval Committee recommendation and your year 1 materials prior to the Chair finalizing evaluation.
February 7, 2020	Dept. Chair submits year 1 recommendation for renewal to the dean.
February 2020	Receive draft version of Dean's Year 1 recommendation. You have the option to meet with the dean before it is finalized.
February 28, 2020	Dean submits year 1 recommendation for renewal to the Provost.
April 1, 2020	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 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 2020	Submit materials to your Dept. Evaluation Committee. Discuss their evaluation with them in a face-to-face meeting.
November 1, 2020	Dept. Eval Committee submits Year 2 recommendation for renewal to chair/Dean (This is on a Sunday, so we give the committee until Nov 2 this year)
First week Nov 2020	Meet with your Dept. Chair to discuss the Eval Committee recommendation and your year 2 materials prior to the Chair finalizing evaluation.
November 8, 2020	Dept. Chair submits year 2 recommendation for renewal to the dean. (This is on a Sunday, so we give the committee until Nov 9 this year)
December 2020	Receive draft version of Dean's Year 2 recommendation. You have the option to meet with the dean before it is finalized.
December 15, 2020	Dean submits year 2 recommendation for renewal to the Provost.
January 30, 2021	President notifies probationary faculty of renewal for 2020-2021. (This is a Saturday, so we give the President until February 1 this year)

- Evaluations for Years 3-4 use the same Nov-Dec-January dates and cover the period since the last annual evaluation. The dates for evaluation for Year 5 depends on if you're applying for promotion and tenure together, or tenure only.
- Since you are not under a tenure-track continuing contract for the summer or winter sessions you are not obligated to include any work done during these sessions in your evaluation materials. You may voluntarily include them.
- Materials to be included for evaluation are spelled out in the Collective Bargaining Agreement (CBA) in Article 12, on pages 28-29. Dates for evaluation are found in the CBA mainly but once you begin applying for tenure, the local tenure policy and promotion policy provide more detail and shift some of the dates earlier than those listed in the CBA.



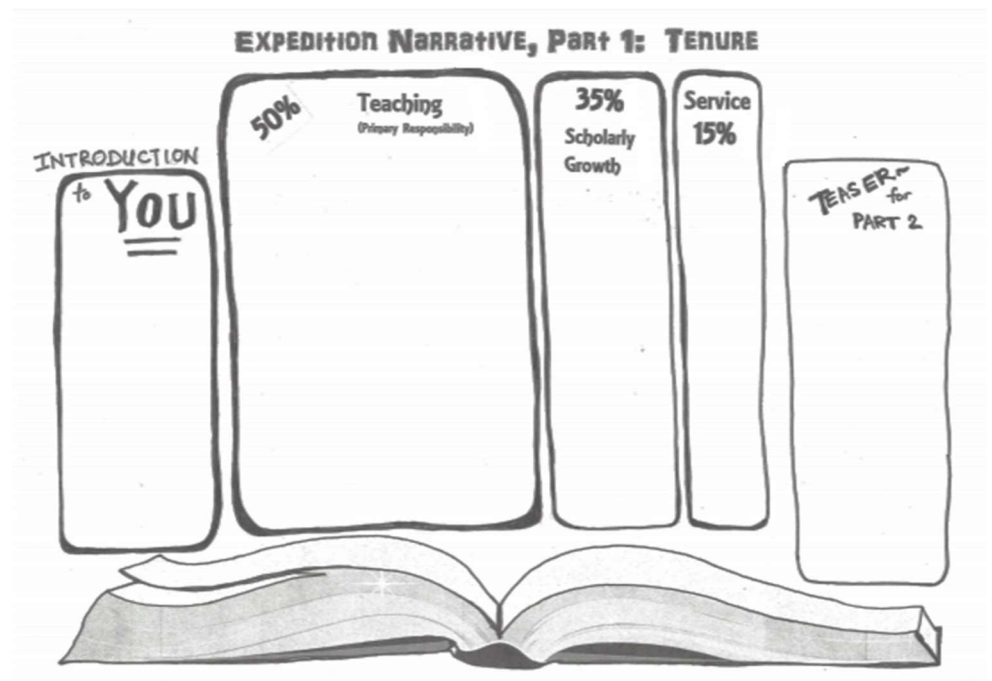
Lifelines

Meet with your Department Chair

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

Read the [Manual] Evaluation Criteria

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



University-Wide Model: Criteria for Tenure by Rank

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 responsibilities in a competent manner. Assistant Professors must demonstrate that they are beginning to build the foundation for a record of continued scholarship, research, or other creative activities. Tangible scholarly products such as refereed publications; regional or national conference presentations, exhibits, or performances; and/or successful internal or external grant awards must be part of this foundation. Assistant Professors are expected to perform service primarily at the departmental level in a competent and professional manner, though service at other levels (college or university) may be appropriate.

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 responsibilities in a competent manner. Assistant Professors must demonstrate that they are beginning to build the foundation for a record of continued scholarship, research, or other creative activities. Tangible scholarly products such as refereed publications; regional or national conference presentations, exhibits, or performances; and/or successful internal or external grant awards must be part of this foundation. Assistant Professors are expected to perform service primarily at the departmental level in a competent and professional manner, though service at other levels (college or university) may be appropriate.

Associate Professor

Associate Professors must demonstrate that they have established the foundation for a successful career. The Associate Professor must demonstrate the ability to go beyond teaching effectively or performing the primary assignment in a competent fashion by demonstrating improvements in their primary responsibilities. This may be evidenced through the introduction of new materials, techniques, or programs; student mentorship; or excellence in advising (if applicable). There should be no evidence of significant weakness or areas of repeated concern in the performance of teaching or primary assignment. Associate Professors must show a record of scholarship, research, or other creative activity evidenced by steady growth and productivity including scholarly, peer-reviewed products, and an established presence within his/her discipline. The record must demonstrate enough continuity, of sufficient quality, to suggest increased or at least continued productivity in the future. Associate Professors must demonstrate that they can be relied on for critical service activities at the department, College, and University levels.

Full Professor

Full Professors must demonstrate continuous and substantial contributions to the University and their discipline through time. Full Professors must demonstrate a sustained and solid commitment to teaching and advising (if applicable) or the performance of the primary assignment. They should have assumed a leadership role in program improvement and/or improving the delivery of education to students. Again, there should be no evidence of significant weakness or areas of repeated concern in the performance of teaching or primary assignment. They can be relied on to provide guidance for junior faculty and help to improve the overall quality of teaching at the institution. Full Professors should have a steady and significant record of productive scholarship or creative activity including peer-reviewed works and displayed leadership within his/her discipline via such activities as service on committees of professional organizations; providing reviews for scholarly journals, granting agencies, or creative works; and/or invitations for speaking engagements. In exceptional cases, a long-term, substantial contribution in service to the university or the discipline may be recognized as partial replacement for a significant body of peer-reviewed work. Full Professors must have assumed a leadership role and/or made exceptional contribution in some area of service at the University level.