

**Success in the Promotion &
Tenure Process:
Research Extensive
Institution**

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Promotion and Tenure

- Tenure - an institution developed to protect the academic freedom of the teaching faculty
- Eligibility:
 - Full-time faculty members holding regular faculty appointments
 - Excludes faculty members with temporary appointments, part-time positions, or to administrative and professional faculty
 - Individuals with tenure in academic departments and appointed an administrative positions, however, will continue to hold tenure in those departments
 - Full-time administrators holding appointments and engaging in teaching, research, and outreach may be recommended for tenure in such departments

Promotion and Tenure

- Promotion to a higher rank and appointment with tenure may be granted to faculty members who
 - Regular faculty appointment
 - Demonstrate outstanding accomplishments in an appropriate combination of instructional, research, outreach, extension, and other professional activities.

Strategies for Success

- Identify and understand the productivity outcomes for your cohort, department, college, and university
- Find mentors inside and outside of the institution
- Develop five-year plans: career and research
- Prepare to work diligently the last year of your academic program
- Prepare to work diligently the first three-years in your academic appointment
- Consider participating in a post-doctoral or fellowship program

Strategies for Success

- Determine a clear research focus
- Determine your influence on the field
- Collect data in years one and two
- Use these data for publications in years three and four
- Maintain your passion, focus, and joy
- Seek advise before agreeing to take on tasks
- Select professional partnerships that will be productive
- Spend year five working on your dossier

Disciplines: Productivity Outcomes

- **Human Development and Family Sciences**
 - Refereed articles
 - Scholarly presentations
 - Teaching Excellence
- **Arts and Sciences**
 - Books
 - Abstracts
 - Articles – writing differs
 - Teaching Excellence
 - Scholarly presentations