Promotion and Tenure

• These processes are among the most important any university undertakes.

• **Goal:** we want these processes to be fair and as transparent as possible.
General

- Scholarship, teaching, and service are all important.
- Standards can change. If this happens...
  - for tenure, the candidate decides which standards apply.
  - for promotion to professor, the new standards apply.
- Be familiar with your department’s, your college’s and UNT’s standards. Ask questions!
- Add documentation of your accomplishments as you go – don’t wait until you are preparing your dossier.
Length of Probationary Period

• For assistant professors
  • Normally, in the sixth year
  • Coming up early
  • Extending the probationary period ("stopping the clock")

• For associate professors
  • Normally, after six years
  • If unsuccessful, you can try again
Tips for the Dossier: General

• Follow VPAA-170

• Pay close attention to your college’s guidelines

• The CV that is sent to external reviewers is “final” – it’s the one that will appear in the dossier
Tips for the Dossier: Personal Statement

• This is important – spend a lot of time on it
• Be truthful, but this is not the time to be modest!
• Proofread!
• Ask your colleagues to read and comment on your essay
• Don’t exceed 750 words
Tips for the Dossier: External Reviews

• There needs to be at least five
• How are reviewers selected?
• What qualifies or disqualifies an individual from being a reviewer?
• What are reviewers asked to address?
• It’s never too early to start thinking of potential reviewers and cultivating relationships
• Does the candidate get to see the letters?
Process and Timing

Late Spring - summer: candidate prepares narrative; PAC arranges external reviews

Start of semester – mid-October: Chair and PAC review candidate

mid-January: Dossiers due to provost’s office

mid-October – end of semester: College PAC and dean review candidate

mid-spring: provost’s decision

May: Official BOR decision

May: Official BOR decision
Action Items for You

✔ Identify an achievable set of personal and professional goals and develop a realistic plan to meet them.
✔ Align your time with your workload.
✔ Time management: ensure that your goals are realistic and doable.
✔ Meet often with your chair and members of your PAC.
✔ Identify mentors for long-term success.
✔ Develop a network of accountability and support.
Departmental and College deadlines can vary: be sure to check yours!