



Pathway to Promotion for Tenure System Faculty

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UNIVERSITY
OF NORTH TEXAS[®]

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Friday, February 3, 2017



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.



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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.**



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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



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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



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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



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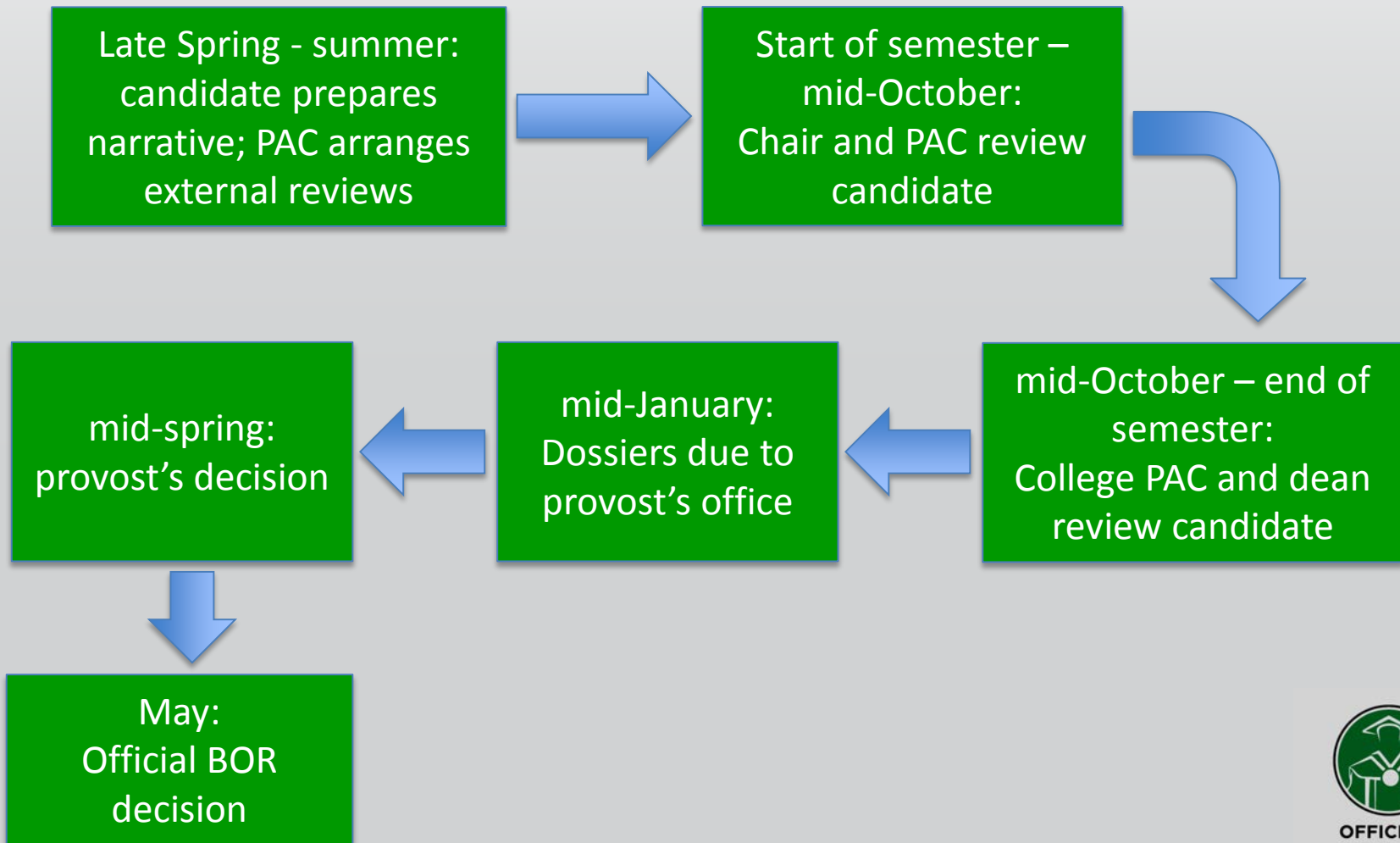
Tips for the Dossier: External Reviews

- 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?



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Process and Timing



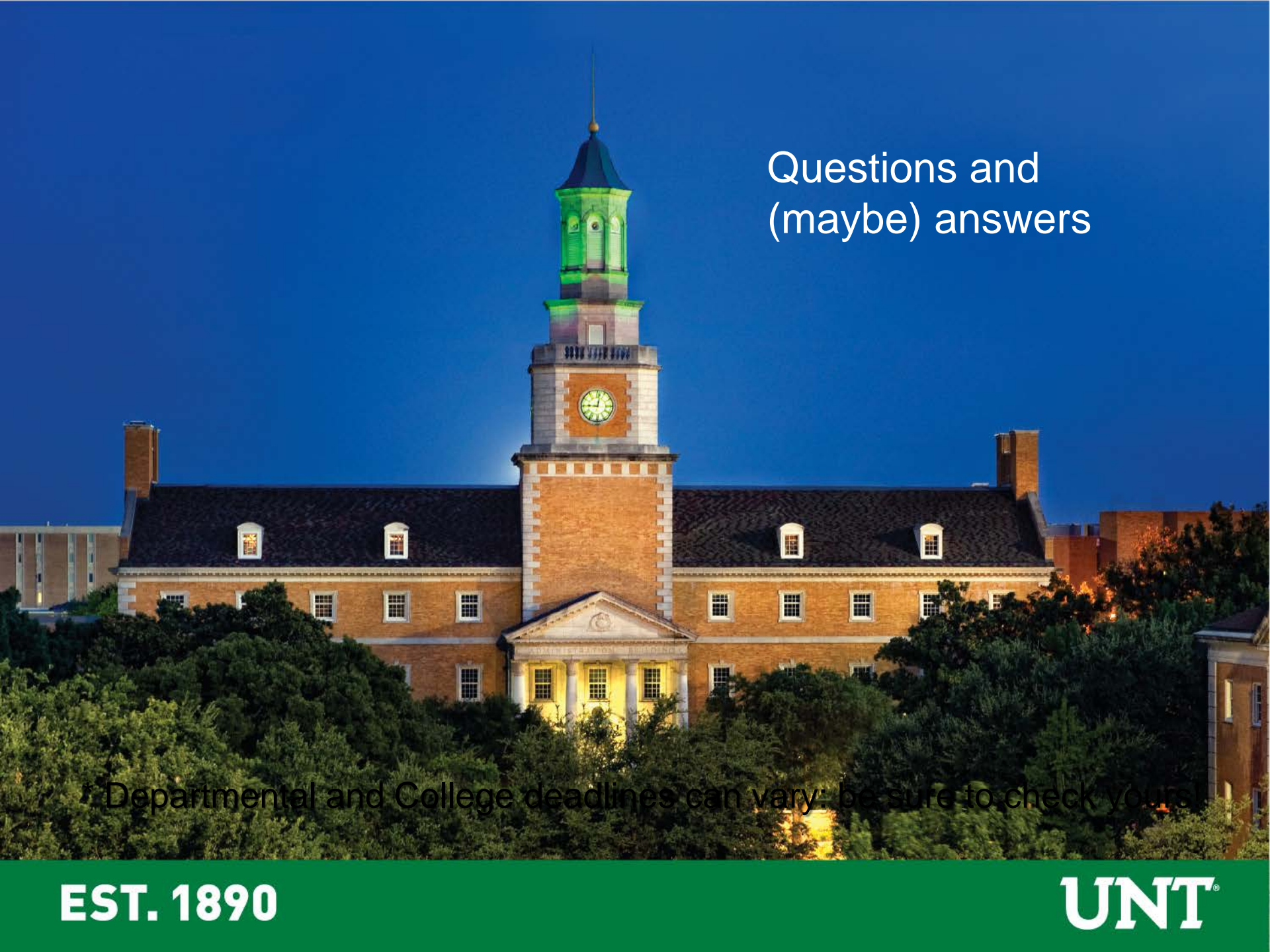
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Action Items for You

- ✓ 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.



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Questions and
(maybe) answers

• Departmental and College deadlines can vary: be sure to check yours!

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