

Start Planning Early and Review Often: Developing a Long Range Plan to prepare for P&T Process

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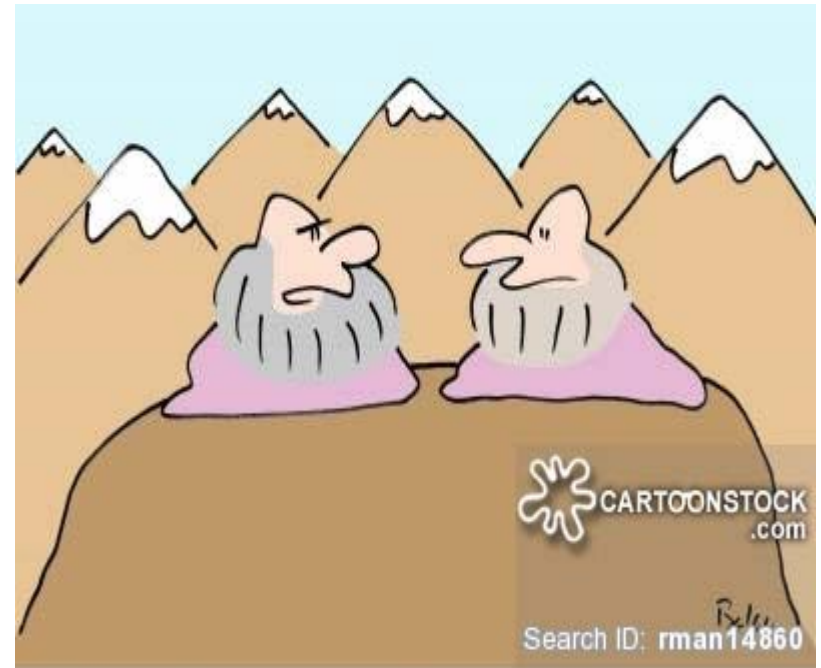
Workshop

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Why do we have Tenure?

- The system of tenure protects academic freedom from the “opinion” of the university admin, faculty, and students alike.*
- Being tenured doesn't mean you have a job for life. But it does give you due process in the event of job loss.

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"Enlightenment-shmenlightenment
— what I'm worried about is *tenure*."

*Cameron and College, 2010.

Fundamental Principles of Promotion and Tenure

1. This is time critical!

You have a 5-6 year probationary period, depending on when you started at OSU!

2. P&T is based on Achievement

These achievements must be documented in a way that:

- a) follows the P&T guidelines,
- b) can be understood by you,
- c) and make the department and college P&T committees happy

If it's not in your Dossier, then it didn't happen.



“Ned Johnson has a lot of Nerve! He states on page 17 of his tenure application that has no peer reviewed publications because he’s a scholar without peer”.

Why are we talking about this now?

Work with the P&T committee, your AD/DD, supervisor, colleagues who have recently gone through the process, etc.... To make sure you're doing what you need to do from day 1!!



What Achievements do you need to have fully documented for P&T?

1. Teaching (Extension and Resident Instruction).

2. Research Activities

3. Service Activities

4. National Reputation

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What Achievements do you need to have fully documented for P&T-Teaching (Extension and Resident Instruction)?

- You wouldn't have made it to the Tenure track if you weren't an accomplished teacher. You need to keep doing and documenting all the things that got you here
 - High quality teaching
 - Curriculum development
 - 3+ EEETS a year
 - 1+ Peer Review a year
 - Teaching awards
- It's important to remember that most of you have essentially 100% teaching appointments
 - An important note to add in your narrative and listing of academic positions.



Teaching Continued

Curricula Development:

You are expected to develop curricula.

In your narrative, you want to explain:

Why did you develop this curricula?

When was it developed?

Where and how often was it used?

Did anyone else use it?

was it peer reviewed?

Impacts?

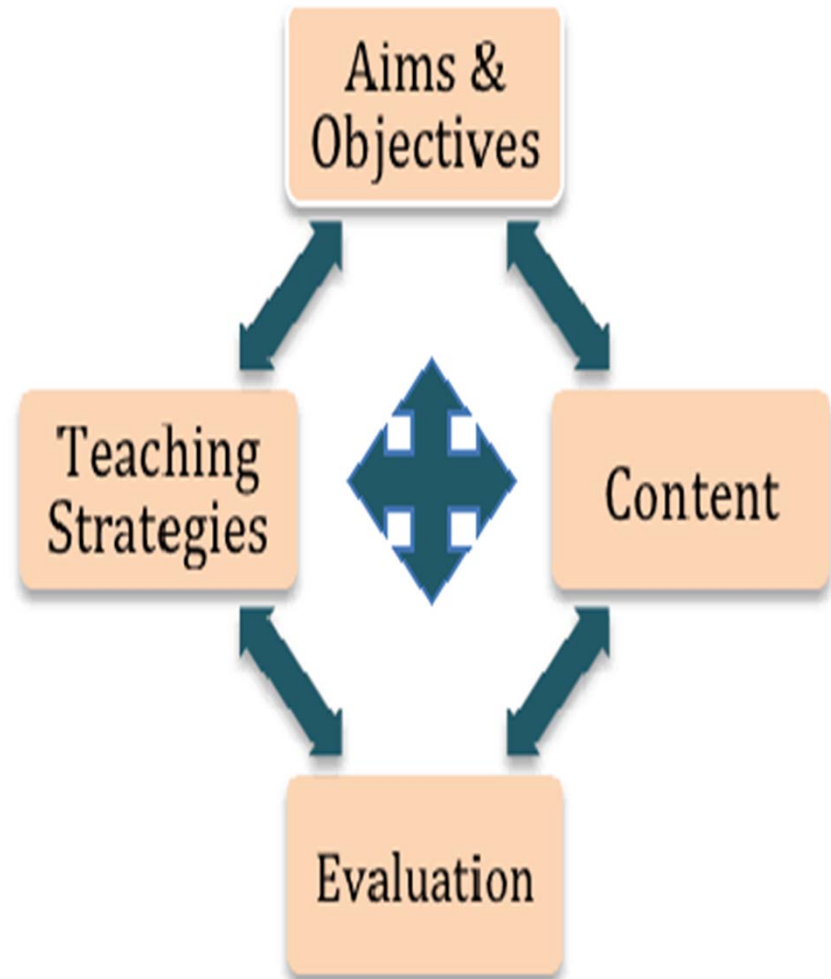
Participants

Others Using it

Behavior changes

When did you last revise it?

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Planning Teaching, continued

Teaching Awards

Apply for teaching, research and service awards from your professional associations annually as an individual or as a member of a team

Don't wait for someone to submit your name, you have to do it yourself. It'll probably feel weird, but after 20 or so years you'll get used to it!

This goes for many other awards as well!



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Planning Teaching, continued

Extension Evaluation of Excellence in Teaching
(EEETs)

You need 3+ per year!

These are important measures of teaching quality used to evaluate your teaching skills.

Summaries will be provided by PD&E.

Contact Debbie Lewis.205

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Teaching, continued

Peer Evaluations (letter)

You need 1+ per year.

They can be from peers of higher rank (Associate or full professor from anywhere).

Don't be afraid to ask someone to write one for you.

Ask reviewers to follow the recommended format.

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Contents of the Peer Review*

1. Intro. Stating where and when the presentation was, title, # attendees, etc....

2. Curriculum Choice and Development

3. How Faculty Member promotes learning

4. Faculty member preparedness

5. Strategies for Instruction

6. Was an evaluation conducted? (EEET or other conference evaluation).

7. Summary statement

***Suggested areas for improvement are especially important.**

Teaching, continued

Brief Description of your approach to and goals in teaching, major accomplishments, plans for the future in teaching.

Narrative section – Write early and revise often!

Evaluation of teaching—It's important to note how you've used teaching evaluations and peer reviews to improve your teaching.

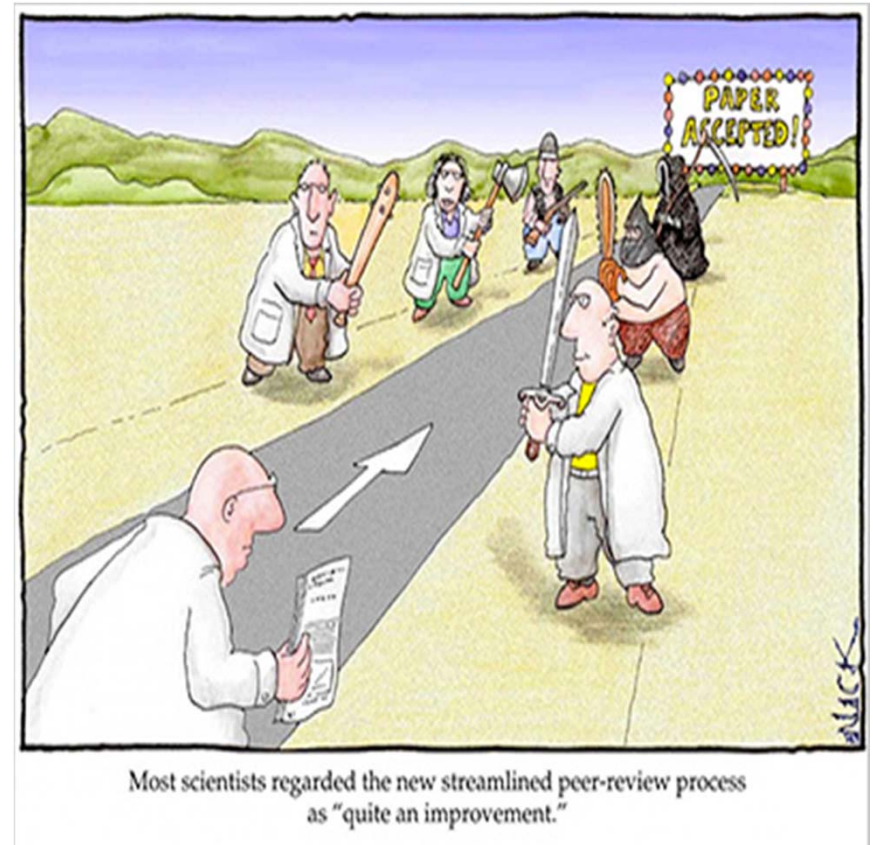
What kind of things do you need to have fully documented for P&T-Research?

You will need publications.

- a. Books and Book chapters
- b. Journal Articles
- c. Fact sheets
- d. Proceedings Papers
- e. Magazine Articles

Start on this early!

They all contribute to your overall body of work, but “count” differently in the P&T Accounting Scheme



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What kind of things do you need to have fully documented for P&T-Research?

Refereed Journal
Articles

I recommend that you submit at least one per year, starting in year 1!

Why?

I have two articles in review with JOE, one for nearly a year already. These things take time!

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Where can you Publish?

Refereed Journal Articles

- a. There are a number of appropriate online and print outlets for your work.
 - a. Ohio J. of Science
 - b. JOE
 - c. Association Journals
 - d. Other?
- b. I don't think where you publish is as important as you being published.
- c. This is Important! The College Committee Looks at this!!**



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What can you write about?

- It doesn't have to be months of data collected from detailed field studies.
 - Data from field studies.
 - How a new/existing program methodology worked
 - Program impacts
 - Program evaluations
 - Needs assessment results
 - Make sure you have IRB approval (if necessary).
- Other ideas?



What kind of things do you need to have fully documented for P&T-Research?

Funding:

- a. You need to secure funds to support your research and ext. programs.
- b. Be sure to carefully document:
 - a. Where from, how much, dates, co-PI's, effort percentages, impacts.
- c. This is Important! The College Committee Really Looks at this.

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What kind of things do you need to have fully documented for P&T-Research?

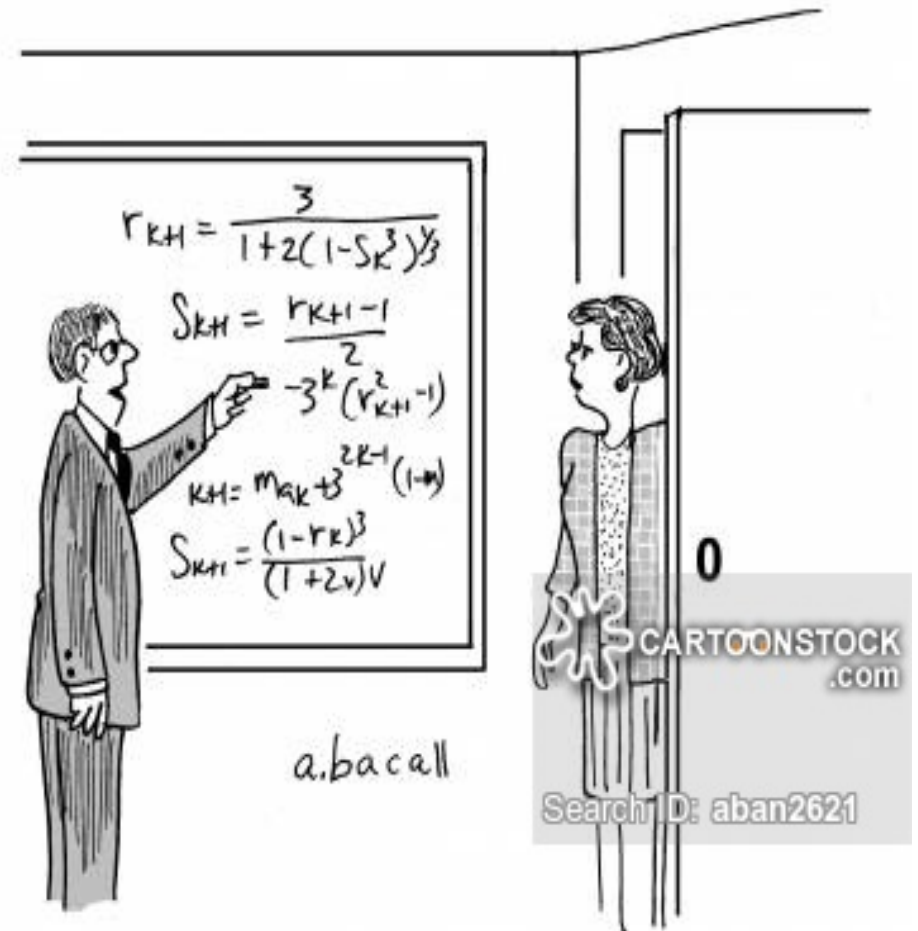
I like to see something like this in your funding narrative:

- As a PI or CoPI, “the candidate in question”:
Submitted A grants for B dollars
Received C Grants for D Dollars
E Grants were not funded for F Dollars
G grants are pending for H Dollars.
- This format makes it easy for the college committee and outside reviewers to know exactly where the candidate stands with funding.
- Funding was an issue that the college committee got hung up on with last year’s Extension applicants for full professor. We need to do all we can to make this clear to the committee.

What kind of things do you need to have fully documented for P&T-Service

Service is the easiest thing to get overall, but at this point, you need to be strategic.

You need to think about what service will strengthen your dossier the most.



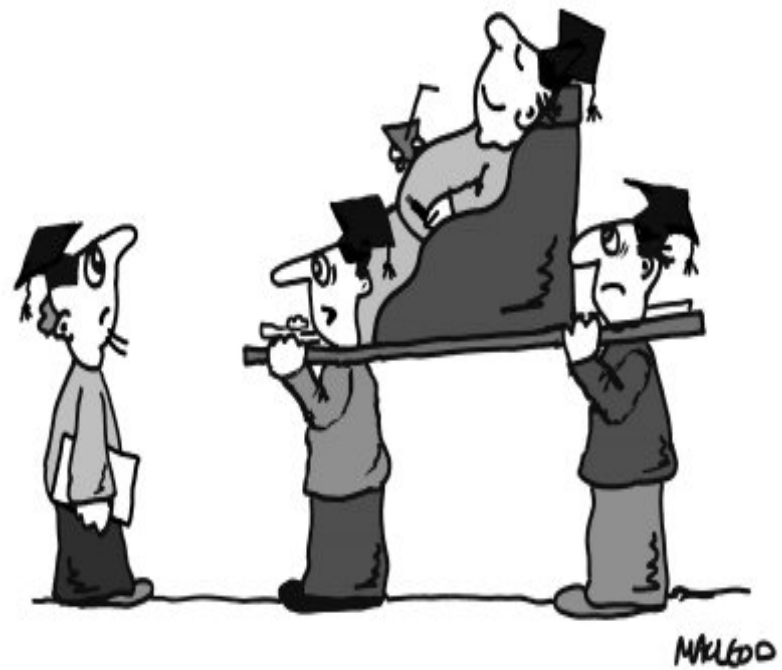
"I'm just calculating the probability of my getting tenure in this university."

What kind of things do you need to have fully documented for P&T-Service

You need **leadership** activities in:

University committees:
Professional Assoc.
State Organizations.

Ask your AD/DD, supervisor, etc.. about potential opportunities.



"He's been pretty much insisting on this ever since he got tenure."

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Building your national reputation

1. Make contacts at regional and national meetings.
2. These contacts are important, as you can use them for external reviewers when you go up for tenure!
3. My story.



Summary

- The biggest challenge as I see it for educators moving into the tenure track is in research (duh....we're hired as teachers!)
- You need to submit at least one journal article per year, and secure funds to support research and extension activities.
- You also need to continue all the wonderful things that got you to the tenure track in the first place!

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