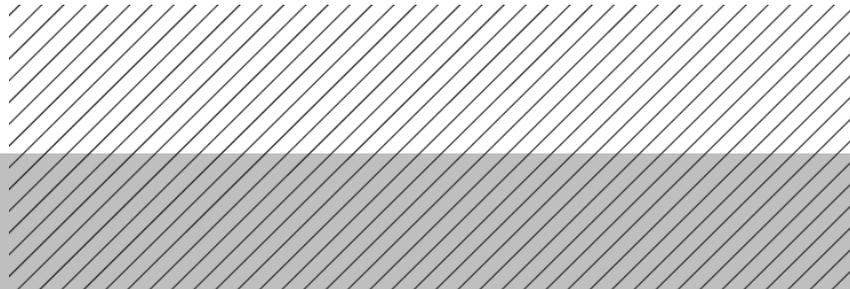


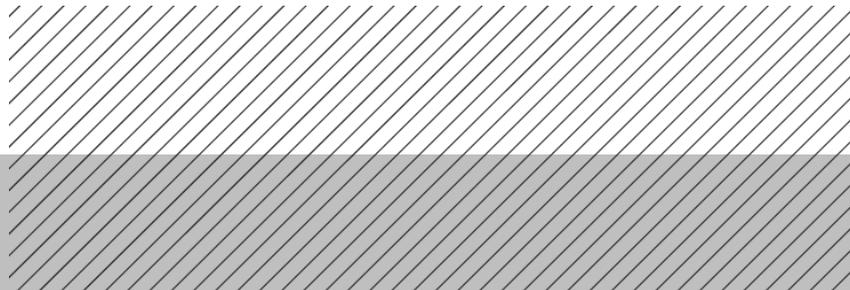
Promotion and Tenure

University of Louisiana at Monroe
2023-2024 Academic Year
Presented by Academic Affairs



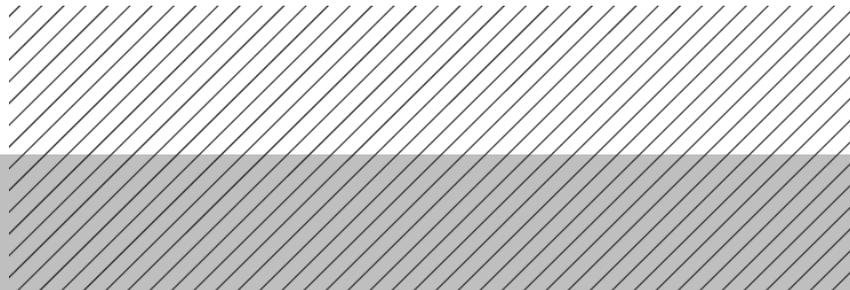
Agenda

- Faculty
- ULM Policies
- Timeline
- Portfolio
- Questions



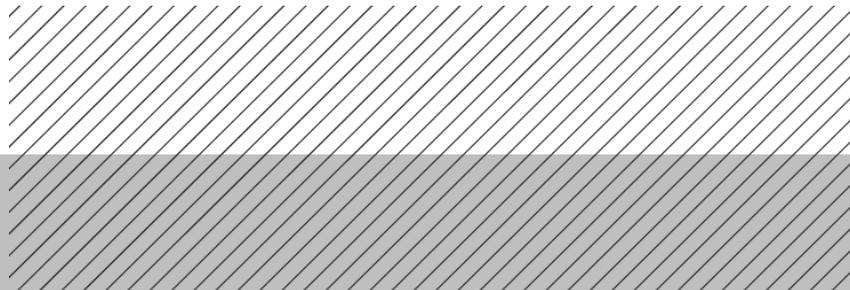
Faculty: Value

- Degrees
- Years of service
- Research, publications
- Scholarly activity
- Professional service
- Talent
- Teaching ability and effectiveness
- Intellectual curiosity
- Creativity
- Enthusiasm
- Attitude
- Rapport with students and colleagues
- The ability to motivate
- Professional behavior
- Many other quantifiable factors and intangible qualitative factors



Faculty: Expectations

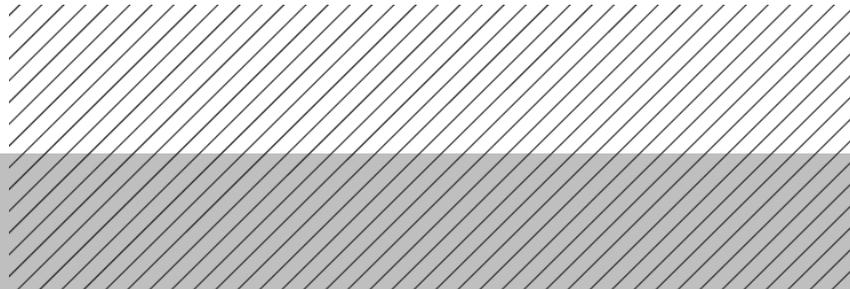
- Interact productively with other faculty and students
- Demonstrate a fair, diligent, and positive attitude toward the functioning of the department and the university
- Failure to exhibit these qualities may be considered an instance of noncollegiality and, as such, grounds for denial of tenure
- Each school/program should develop its criteria for tenure in the areas of teaching, research and scholarship, service, and collegiality with the relative weight of each area and provided in writing to the faculty upon employment.
- Annual evaluations of the faculty member should be carefully considered in the assessment of an application for tenure.
- School/program criteria are minimum requirements; their achievement does not imply automatic tenure.
- Moreover, there may be exceptional circumstances surrounding some cases for tenure which would justify the waiving of specific minimum standards contained in the criteria.
- The record of a successful candidate, therefore, should demonstrate sustained productivity



ULM Policies: Tenure

- Faculty Mentors
- Third Year Review
- The criteria in force at the time when a faculty member is hired will be those used to assess the tenure portfolio.
- Apply for tenure during sixth year.
- Early tenure (and/or promotion) only in exceptional cases, or as part of initial contract negotiations
- No salary increase for granting of tenure
- Tenure Status
- Response after each recommendation

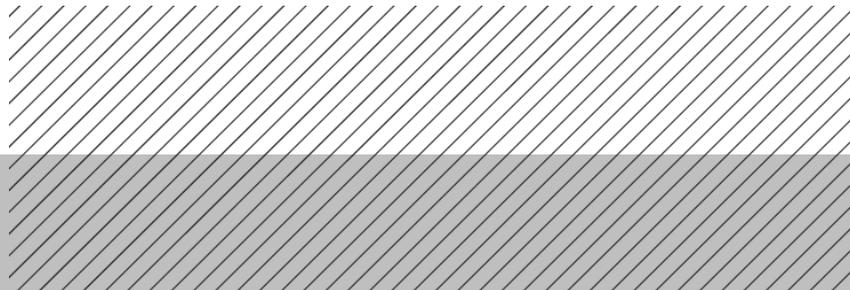
2019-20 Faculty Handbook, <https://webservices.ulm.edu/policies/download-policy/751>, Tenure (6.2.4)



ULM Policies: Promotion

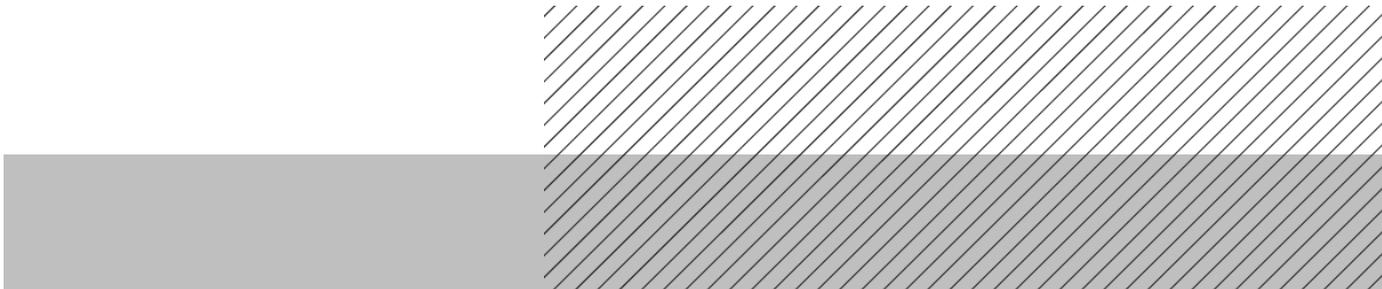
- Promotion prior to tenure not general practice
- Minimal Years of Service:
 - No previous experience applied: tenure probationary period
 - Can be reduced if negotiated upon hire
 - Can be hired at rank
- Salary increase for promotion:
 - 6.5% Assistant Professor to Associate Professor
 - 7.5% Associate Professor to Professor
- Instructor ranks to be implemented 2023-24
- Response after each recommendation.

2019-20 Faculty Handbook, <https://webservices.ulm.edu/policies/download-policy/751>, Promotion (6.2.4.2)



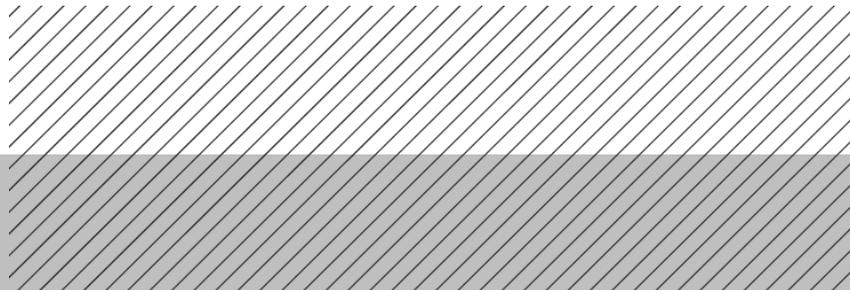
Timeline for 2023-24

Candidates meet with School Director/Library Director	Fall 2023
Candidates complete “Application for Promotion and/or Tenure”	Fall 2023
School Director signs the application	Fall 2023
School/Library Promotion & Tenure Committees are Formed	Fall 2023
Candidates submit portfolio to Dean/Library Director	January 24, 2024
Promotion & Tenure Committees make recommendation to Directors	February 16, 2024
School Director makes recommendation to Dean	March 7, 2024
College Promotion & Tenure Committees make recommendations to Dean	March 29, 2024
Deans/Library Directors make recommendations to Academic Affairs	April 12, 2024
Academic Affairs makes recommendation to the President	May 2, 2024
President makes recommendation to ULS Board of Supervisors	August 2024



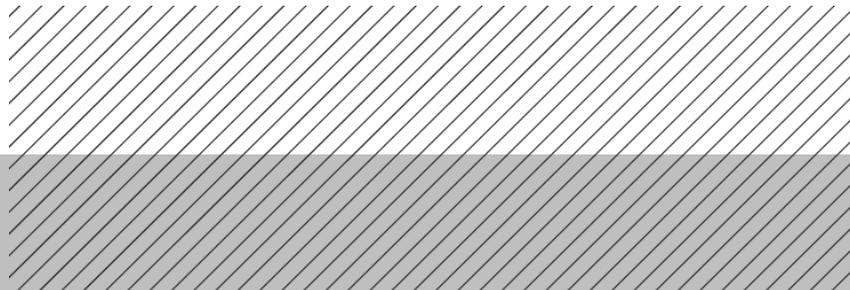
Portfolio: Overview

- Make Your Case for Tenure/Promotion
- Keep it simple
- Keep it organized
- Keep it professional
- Seek input from colleagues & school director
- Ultimately, your responsibility
- Exceedingly difficult to make changes once submitted
- Any material entered into the process must be acknowledged by the candidate



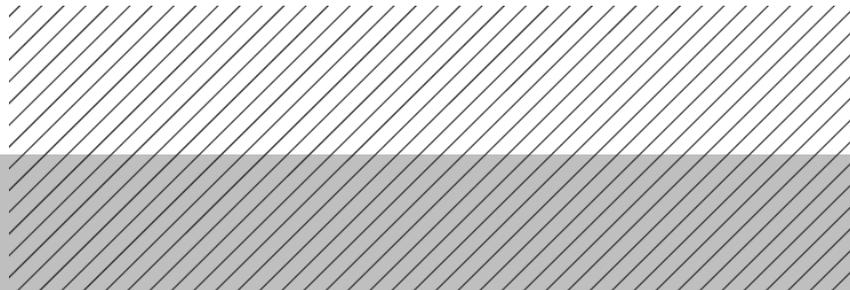
Portfolio: Contents

- Application for Promotion and/or Tenure Form
- Vita
- Written statements
- Research/scholarly/creative activity
- Teaching
- Service (university, college, program, professional, community)
- Recruiting and retention
- Supporting Letters and External references (optional)
- Other pertinent attachments



Portfolio: Specifications

- The equivalent of a forty-page maximum
- Vitae, supporting letters, all attachments, etc.
- Format: 12-point type, 1-inch margins
- Appendices are allowed
- Examples of portfolios are available in the Office of Academic Affairs





Questions

