PROMOTION & TENURE 2014 – 2015

University of LOUISIANA at Monroe

Updated 9/2/2014

P&T Timetable

(during sixth year)

School Director and faculty member discuss possibility for promotion and evaluation for tenure	**Fall 2014**
School Promotion & Tenure Committees Formed	**9/26/14**
Faculty submits portfolio to Dean	**2/02/15**
School P&T Committee makes its recommendation	**2/27/15**
School Director makes his/her recommendation	**3/13/15**
College P&T Committee makes its recommendation	**4/10/15**
Dean makes his/her recommendation to the Vice President for Academic Affairs	**4/27/15**
Vice President for Academic Affairs makes his recommendation to the President	**5/15/15**
President makes his recommendation to the University of Louisiana System Board of Supervisors	**August 2015**

Louisiana Labor Law

Louisiana employment is "at will"

- No justification for denial of tenure.

- No justification for denial of promotion if tenure is denied.

- Recommendation indicating areas needed to be strengthened for those tenured but denied promotion.

ULM Policy Clarification

- **Apply for tenure during sixth year.**

- **Promotion prior to tenure not general practice.**

- **Early tenure and promotion only in exceptional cases, or as part of initial contract negotiations.**

- **Two negative votes stop the candidacy**

Portfolio

Make Your Case for Tenure/Promotion

- **Keep it simple**

- **Keep it organized**

- **Keep it professional**

Portfolio Examples

Examples of 2013-14 portfolios

are available in my office

for your perusal.

Portfolio Specs

Forty Page Maximum

✓ Including Application for Promotion and/or Tenure Form, vitae, supporting letters, all attachments, etc.

✓ Format: 12 point type, 1 inch margins,   one side only

✓ You should <u>not</u> place all pages in clear plastic

✓ Use 1 inch binder

Research Folder (Optional)

- Inclusion of this folder is **<u>optional</u>**
- Available only to School Committee
- Does not travel with P&T Portfolio
- One inch binder containing copies of research papers, abstracts etc.

Portfolio Content

- **Application for Promotion and/or Tenure Form**
- **Vita**
- **Written statements**
  - research/scholarly activity
  - teaching
  - service
    - ✓ school/college service
    - ✓ university service
    - ✓ professional service
    - ✓ community service
  - recruiting and retention
- **Supporting Letters**
- **External references** (if any)
- **Other attachments**

Written Statements

Research / Scholarly Activity

- Is your research program ongoing?

- Do you collaborate with colleagues on and/or off campus?

- Do you have a national or international reputation? (provide supporting letters of reference)

- Have you obtained funding support for your research from federal, private, or state agencies?

Teaching

Teaching

– Peer evaluations of teaching

– Student evaluations: provide averages and an interpretive summary

– What is your teaching style? How do you know that it is effective? Do you use straight lecture, use innovative methods in the classroom, or incorporate technology? Do you use Moodle? Are you developing or have you developed an online course?

– How do you interact with your students outside of the classroom? Have you done independent studies or provided undergraduate research experiences? Have you participated in the Emerging Scholars Program?

Service

Service

- ✓ school/college service
- ✓ university service
- ✓ professional service
- ✓ community service

You should explain how your service has had a positive effect on your school, college, etc.

Recruiting and Retention

✓ **recruiting**
List school, college, or university activities.

✓ **retention**
List school, college, or university activities. Are you an advisor for a student organization?

You should explain how your activities have had a positive effect on recruiting and/or retention.

Questions?

Comments?