P&T Feedback Meeting
March 2015
### 2014-2015 P&T

<table>
<thead>
<tr>
<th>Action being considered</th>
<th>TAMU</th>
<th>HSC</th>
<th>TAMUQ</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure and Promotion</td>
<td>60/66 (91%)</td>
<td>3/3 (100%)</td>
<td>2/3 (67%)*</td>
<td>65/72 (90%)</td>
</tr>
<tr>
<td>Tenure Only</td>
<td>7/7 (100%)</td>
<td>1/1 (100%)</td>
<td>3/3 (100%)**</td>
<td>11/11 (100%)</td>
</tr>
<tr>
<td>Promotion (TT)</td>
<td>48/50 (96%)</td>
<td>2/2 (100%)</td>
<td>1/1 (100%)</td>
<td>51/53 (96%)</td>
</tr>
<tr>
<td>Promotion (NTT)</td>
<td>26/26 (100%)</td>
<td>9/10 (90%)</td>
<td>2/2 (100%)</td>
<td>37/38 (97%)</td>
</tr>
<tr>
<td>TOTAL</td>
<td>141/149 (95%)</td>
<td>15/16 (94%)</td>
<td>8/9 (89%)</td>
<td>164/174 (94%)</td>
</tr>
</tbody>
</table>

* Rolling contract and promotion  
** Rolling contract only
## 2014-2015 P&T

<table>
<thead>
<tr>
<th></th>
<th>TAMU</th>
<th>HSC</th>
<th>TAMUQ</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Males</strong></td>
<td>97/101 (96%)</td>
<td>11/12 (92%)</td>
<td>5/6 (83%)</td>
<td>113/119 (95%)</td>
</tr>
<tr>
<td><strong>Females</strong></td>
<td>44/48 (92%)</td>
<td>4/4 (100%)</td>
<td>3/3 (100%)</td>
<td>51/55 (93%)</td>
</tr>
<tr>
<td><strong>White</strong></td>
<td>102/107 (95%)</td>
<td>10/10 (100%)</td>
<td>6/7 (86%)</td>
<td>118/124 (95%)</td>
</tr>
<tr>
<td><strong>Hispanic</strong></td>
<td>16/17 (94%)</td>
<td>0</td>
<td>0</td>
<td>16/17 (94%)</td>
</tr>
<tr>
<td><strong>Asian</strong></td>
<td>21/22 (95%)</td>
<td>5/6 (83%)</td>
<td>2/2 (100%)</td>
<td>28/30 (93%)</td>
</tr>
<tr>
<td><strong>African American</strong></td>
<td>2/3 (67%)</td>
<td>0</td>
<td>0</td>
<td>2/3 (67%)</td>
</tr>
</tbody>
</table>
## P&T cohort data

<table>
<thead>
<tr>
<th>Fiscal Year Hired</th>
<th>Total Assistant Professors</th>
<th>Tenured</th>
<th>No longer at A&amp;M</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Tenured</td>
<td>Left before Tenure</td>
</tr>
<tr>
<td>2003 2010-11</td>
<td>79</td>
<td>44 (55.7%)</td>
<td>12 (15.2%)</td>
<td>34 (43.0%)</td>
<td>0 (0.0%)</td>
</tr>
<tr>
<td>2004 2011-12</td>
<td>78</td>
<td>53 (68.0%)</td>
<td>10 (12.8%)</td>
<td>21 (26.9%)</td>
<td>2 (2.6%)</td>
</tr>
<tr>
<td>2005 2012-13</td>
<td>97</td>
<td>63 (65.0%)</td>
<td>16 (16.5%)</td>
<td>31 (32.0%)</td>
<td>2 (2.1%)</td>
</tr>
<tr>
<td>2006 2013-14</td>
<td>109</td>
<td>72 (66.1%)</td>
<td>7 (6.4%)</td>
<td>28 (25.7%)</td>
<td>4 (3.7%)</td>
</tr>
<tr>
<td>2007 2014-15</td>
<td>105</td>
<td>75 (71.4%)</td>
<td>6 (5.7%)</td>
<td>25 (23.8%)</td>
<td>2 (1.9%)</td>
</tr>
</tbody>
</table>
IMPORTANT CHANGES

• **November 10, 2015** deadline for submission of:
  – College Chart
  – Faculty Biography Table
  – Faculty Summary Data Table
  – External Reviewers Chart:

• **December 8, 2015** deadline for submission of dossiers
IMPORTANT CHANGES

• 100% correlation between P&T dossiers in DOF office and flooding
IMPORTANT CHANGES

• 100% correlation between P&T dossiers in DOF office and flooding

• Therefore paper copies will NO LONGER be required.
THINGS TO IMPROVE

• Inconsistencies in College Chart and Candidate Dossier Cover Sheet – Especially grants!

• Please have someone review the Candidate Biography table

• Do not include votes in individual area reports (teaching, research and service)
THINGS TO IMPROVE

• Teaching evaluation
  – Student evals are NOT ENOUGH
  – Peer evaluation of materials or classroom observation or some other measure of effectiveness
  – If you provide scores – provide context
THINGS TO IMPROVE

• Service evaluation
  – Department, college, university committees
  – Service to profession
  – Grant panels, editorial boards etc are SERVICE and not RESEARCH
    • Normal expectation for Full
  – IMPACT
THINGS TO IMPROVE

• Put metrics in context of dept or discipline
  – Citations
  – H-index
  – Teaching scores

• A number or score has no meaning in isolation
THINGS TO IMPROVE

• Committee reports should address discussion and vote and discussion should be in agreement. Minority/dissenting opinion should be reflected.

• Committee report or DH or Dean letter should address negatives in external letters
THINGS TO IMPROVE

External Letters

• Minimum 3; Recommended 5-7
• Balance candidate and committee list
• External letters from peer institutions
• Don’t ask if they would be awarded tenure at their institution
• No CV’s please! (just short bio sketch)
• Include ALL letters and list all from whom a letter was requested
  • Prescreening is allowed though
IMPORTANT CHANGES

• Impact and significance is now part of personal statements (research, teaching and service)

The personal statement allows you to explain the value and impact of your teaching, research/scholarly work and service accomplishments.

• Should also be addressed in Committee and DH letter

• Put metrics in context!
IMPORTANT CHANGES

• Only three (3) hard copies of each candidate’s dossier are required

• Provide all documents on PDF portfolio as PDF
  – Use the PDF template provided
  – Do not scan documents as PDF except for those with signatures

• Faculty Biography Table
  – Same as last year
Biography

• 250 words or less
• Written by the candidate
• Submitted as word document
  – Focus areas for teaching
    • Optional: notable accomplishments related to teaching (2 sentence max.)
    • Optional: Teaching awards or honors (if applicable)
  – Focus areas for research/scholarship
    • Optional: notable accomplishments related to research, scholarship, and creative activity (2 sentence max.)
    • Optional: research awards or honors (if applicable)
RECOMMENDATIONS

• Encourage candidates to read guidelines
• Reinforce “impact”
• Refer to DOF website for forms and templates
• Verify DOF website has updated department and/or college guidelines