Tenure and Promotion at Texas A&M University

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Interim Dean of Faculties and Associate Provost
Two Faculty Tracks

**Tenure-Track**
- Non-tenured: Assistant Professor and in few occasions Associate Professor and Professor
- Tenured: Associate Professor, Professor

**Academic Professional Track (Non-tenure Track)**
- Lecturer and Senior Lecturer
- Research (Assistant, Associate) Professor Titles
- Clinical, Instructional, Executive (Assistant, Associate) Professor Titles
What do you need to accomplish?
## Teaching, Research and Service

<table>
<thead>
<tr>
<th>Teaching Activities</th>
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<tr>
<td>Classroom and laboratory instruction</td>
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<tr>
<td>Development of new courses, laboratories, and teaching methods</td>
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<tr>
<td>Publication of instructional materials, including textbooks</td>
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<td>Supervision of graduate students</td>
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Teaching

- Be efficient with your time and effort
- Become capable but don’t strive for perfect
- Great teaching is *not enough* to *earn* you tenure
- Bad teaching *is enough to lose* you tenure
Teaching

- Be reasonable about how much content
- Good teaching is more than content
- Integrate your own interest into the classroom
- Be spontaneous in the classroom
- Don’t over-prepare
Your first evaluations are likely to not be very good

- Don’t get defensive
- Listen to the MAIN concerns
Graduate Education

They aren’t all superstars

It is still education and not only research
Teaching

- High Impact Learning Experiences
- Novel Pedagogical Approaches
- Teaching Awards or Grants
- Undergraduate Research
- Curriculum Re-Design
Teaching, Research Service

Creation and dissemination of new knowledge or other creative activities:

- Publications:
  - Books
  - Peer-reviewed articles
  - Conferences
- Grants
- Evidence of commitment to maintaining a level of competence in research
- Interdisciplinary research
Research

- Ask colleagues, mentors, and DH
- Publications, grants, graduate students
- Figure out the expectations
Research

Set aside time for scholarship

Write every day if only ONE HOUR
Teaching, Research, **Service**

Service to the institution, to students, colleagues, department, college, and the university

Professional societies, research organizations, editorial boards, review panels, governmental agencies, the local community, and the public at large
Service helps YOU build a career

Take on tasks of interest to you...

... and build your network.
Feedback is important

Clock Extension?  
Early?

- Mandatory Year
- Midterm Review
- Peers & Mentors
- Annual Reviews
You have control!

**Statement**
- Research, teaching, service
- Philosophy and IMPACT + past/present/future

**CV**
- Clear, organized, precise
- Refereed, student coauthors
- Grants: role & $ (total/your share)

**Reviewers**
- Arm’s length—institution and individual
- Peer institutions
- Network
The process

Department
- P&T Committee
- Head
- Early Fall

University
- Provost
- President
- Early Spring

College
- P&T Committee
- Dean
- Late Fall

System
- Chancellor (promotion)
- Board (tenure)
- Late Spring

September 1
It is/it is not a race

You belong

Don’t worry, we’re all behind

Don’t stop living

Find and use your mentors

PPP—pause, prioritize, persist

Don’t stop living
Remember...

- Become familiar with P&T guidelines and expectations in your department and college
- Network with your colleagues in the department, college and professional society
- Listen to the feedback you receive from evaluations
- Persist
Questions? Contact us

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