

Promotion Seminar for Mid-Career Faculty, West Campus

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Mo-Yin Tam, Interim Vice Provost for Faculty Affairs

Panelists

Jose Arruda, Professor, Chief of Nephrology

C. Sue Carter, Professor of Psychiatry

William Walden, Professor of Microbiology and Immunology



1. Promotion Process
2. When To Start?
3. P&T Committee
4. Preparing P&T Dossier
5. P&T Dossier (teaching, scholarship and creative activities, service)
 - a. Tenure System: RT & CT
 - b. Clinical Non-Tenure
 - c. Research Non-Tenure
6. Q&A

1. Promotion Process

- Departmental
 - Department Committee
 - Head of the Department
- Note: joint appointments
- College
 - Committees (P&T and Executive)
 - Dean of the College
- Campus P & T Committee

1. Promotion Process (continued)

- Provost + Dean of the Graduate College
- Appeal (if made)
- Chancellor
- Board of Trustees

- <http://www.uic.edu/depts/oaa/pt.html>



2. When To Start?

- Two to three years after being promoted and/or receiving tenure, update promotion and tenure documents.
- Meet with department head/chair in mid-spring to summarize progress.

2. When To Start? (continued)

- Highlight accomplishments since last promotion
 - New courses
 - New grants and grant expenditures
 - New papers
 - M.S. and Ph.D. students graduated and their placement
 - Impact of the research

3. Campus P&T Committee

- Members

- 27 elected and appointed, representatives of all UIC colleges; diversity of departments
- All full professors or equivalent senior rank

- Charge

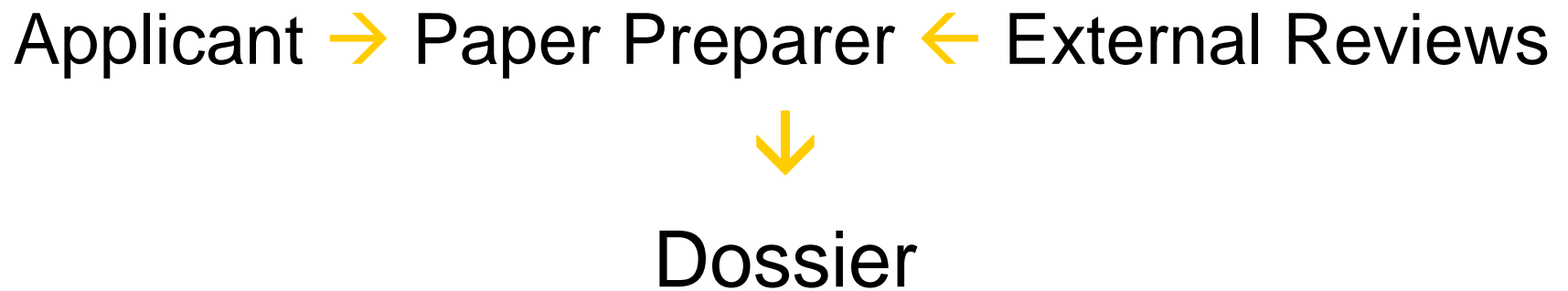
- To answer the question “Why does this case merit promotion (and tenure) at UIC?”
- To advise VCAA

3. Campus P&T Committee

(continued)

- Clear descriptions/information to help the committee understand the work of the candidate in the context of his/her discipline
- Remember: The campus committee includes senior faculty from across campus. Most won't know your field!

4. Preparing the P&T Dossier



4. Preparing the P&T Dossier

(continued)

- Dossier

- Candidate provides materials for dossier: in April, with the support of the department head, departmental P&T committee reviews package. (The head should be your advocate.)
- Paper preparer is responsible for the accuracy of the contents.
- Candidate reviews the factual elements of the dossier.

4. Preparing the P&T Dossier (continued)

- External reviewers (letters)

- 5-8

- Candidates may submit of a list of *inappropriate* referees

- Materials to reviewers

- C.V.

- Sample of recent publication and works in press

- Research statement

- Collaborators can articulate *the contribution of the candidate* in joint work.



5. P&T Dossier

- Expectations are department- and discipline-dependent.
- Teaching, scholarship and creative activities and services
- Tracks

5a. Tenure System: RT and CT

- Research

- Achievement in scholarly research
- Quality of publication
 - Peer reviewed
 - Citation factors
 - Impact factors
- Regional, national, and international reputation
- External funding support

5a. Tenure System: RT and CT

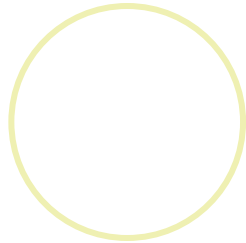
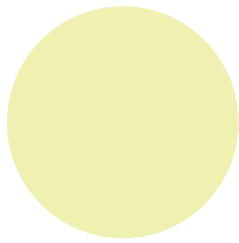
- Teaching
 - Teaching effectiveness expected
- Services
 - Manage your time
 - Service to department/college/campus
 - Service to profession

5b. Clinical Non-Tenure

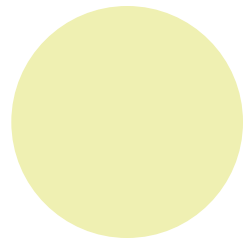
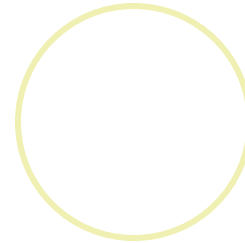
- Primary commitment to teaching and service, including patient care (face to face)
- Development and application of creative advances in medical care and fostering of such clinical care in students through teaching excellence

5c. Research Non-Tenure

- Establishment of an independent research program
 - Independent and continuous external funding
 - High-quality senior-authored publications
 - Evidence of national recognition



6. Q&A



● Questions?