

Promotion Seminar for Mid-Career Faculty, West Campus

March 11, 2008

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Panelists

Jose Arruda, Professor, Chief of Nephrology

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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

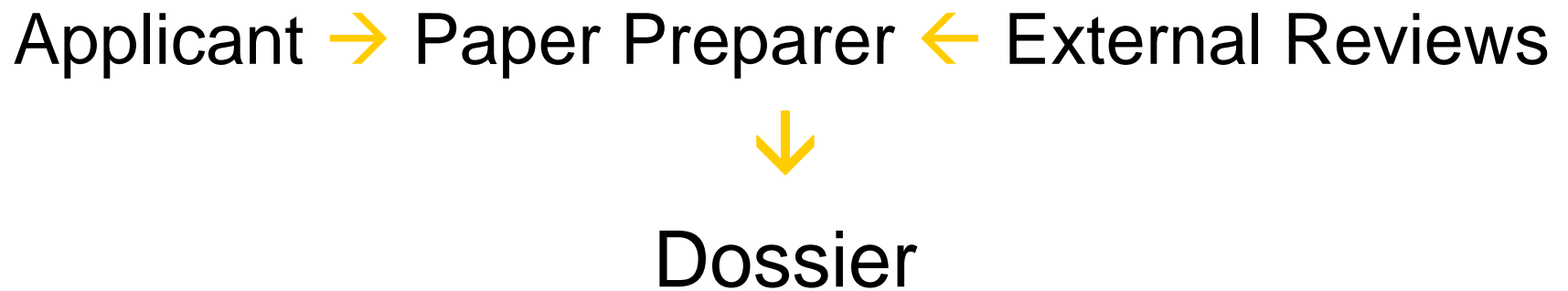
- To answer the question “Why does this case merit promotion (and tenure) at UIC?”
- To advise VCAA

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

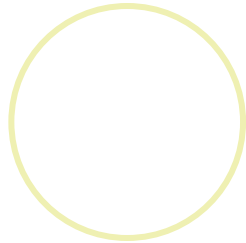
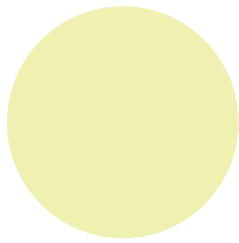
- Teaching
 - Teaching effectiveness expected
- Services
 - Manage your time
 - Service to department/college/campus
 - Service to profession

5b. Clinical Non-Tenure

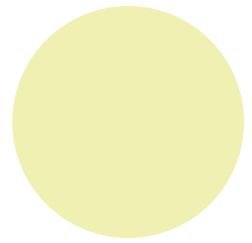
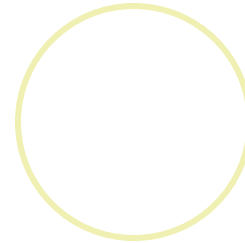
- Primary commitment to teaching and service, including patient care (face to face)
- Development and application of creative advances in medical care and fostering of such clinical care in students through teaching excellence

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?