

The Journey from Earning a Ph.D. Through Tenure

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Presentation Overview

- ❑ The Ph.D.
- ❑ Ups and Less-than-UPs
- ❑ Academic History and Tradition
- ❑ Academic Freedom
- ❑ Intellectual Diversity
- ❑ Academic Tenure
- ❑ Tenure & Promotion Guidelines
- ❑ The Roles, Responsibilities, and Obligations of the Untenured and Tenured
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The Ph.D.

- ❑ Highest ACADEMIC degree—not a Professional Degree
- ❑ “What does it take?”
 - intelligence, arguments, self-discipline, self-motivation, freedom & autonomy, not easily intimidated, patience, creativity.
- ❑ “...the willingness to persevere in solitude for uncertain rewards in the future” (p. 16, *The Chicago Guide to Your Academic Career*, 2001)
- ❑ Key point: contribute to the intellectual life of the community by:
 - Create new knowledge and extend existing knowledge (peer-review)
 - Share new knowledge (via teaching and publication)



The UP side

- ❑ Intellectual community (smart people) who (ideally) debate and challenge IDEAS and not the person.
- ❑ Energy
- ❑ Autonomy
- ❑ Important, Relevant, Timely, Speculative
- ❑ Public Intellectualism
- ❑ Collaboration



The Less-than-UP side

- ❑ Funding (not just about salary)
- ❑ Time
- ❑ Ego
- ❑ Deliberative
- ❑ Bureaucratic
- ❑ Pressure
- ❑ Changing Standards



Academic History and Traditions

- ❑ “Vocational” origins in Europe
- ❑ The Rigors
- ❑ Discipline
- ❑ Knowledge
- ❑ Heuristic intentions
- ❑ Science (extension of knowledge)
- ❑ In America, from rural to urban life



Academic Freedom

According to the American Association of University Professors *The Redbook: AAUP Documents and Reports* (2006):

- ❑ Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.
- ❑ Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.
- ❑ College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.



Intellectual Diversity

But the peculiar evil of silencing the expression of an opinion is that it is robbing the human race, posterity as well as the existing generation, those who dissent from the opinion still more than those who hold it. If the opinion is right, they are deprived of the opportunity of exchanging error for truth; if wrong, they lose what is almost as great a benefit: the clearer perception and livelier impression of truth produced by its collision with error.— John Stuart Mill, On Liberty, Chap. II (1859)

- In simplest terms, intellectual diversity means a multiplicity of ideas.
- In the college setting, it is the foundation of a learning environment that exposes students to a variety of political, ideological, and other perspectives.

Intellectual pluralism and academic freedom are central principles of American higher education. (as cited in Hebel, 2005).



Academic Tenure

According to the AAUP *The Redbook: AAUP Documents and Reports* (2006):

After probationary period—permanent or continuous tenure, and their service should be terminated only for adequate cause, except in the case of retirement for age, or under extraordinary circumstances because of financial exigencies.

- ❑ The precise terms and conditions must be provided in written form,
- ❑ probationary period should not exceed seven years,
- ❑ during the probationary period a teacher should have the academic freedom,
- ❑ termination for cause of a continuous appointment, or the dismissal for cause of a teacher previous to the expiration of a term appointment, should be considered by both a faculty committee and the governing board of the institution,
- ❑ in all cases where the facts are in dispute, informed before the hearing in writing of the charges and should have the opportunity to be heard in his or her own defense by all bodies that pass judgment upon the case. The teacher should be permitted to be accompanied by an advisor of his or her own choosing who may act as counsel
- ❑ Termination of a continuous appointment because of financial exigency should be demonstrably bona fide.



Promotion and Tenure Requirements

- Depends on many factors:
 - Institution mission
 - Public vs. Private Institution
 - Institutional history
 - Carnegie Designation
 - Teaching/Research/Service (Assessments including peer-review, teaching effectiveness, contributions—as proscribed by department, college, and university).



Roles, Responsibilities, and Obligations of the Untenured...

- TAs/RAs, adjunct faculty, full-time instructors & lecturers, professors of practice, clinical professors, research professors, visiting professors
 - Share knowledge via teaching
- Probationary Assistant Professors
 - Research (peer-reviewed), teaching, service based on departmental, college, and university guidelines.



Roles, Responsibilities, and Obligations of the Tenured...

- The Associate Professor with Tenure
 - Has tenure, but can be denied promotion to professor—all based on departmental, college, and institutional standards.
 - Can re-apply
- The Professor with Tenure
- Endowed Professors
- The Distinguished Professor



References Cited

American Association for University Professors, (2006). *Redbook: AAUP Documents and Reports*. Baltimore,

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Diversity on Campuses, *The Chronicle of Higher Education*. A16.

Mill, J.S. (2006). *On Liberty*. New York: Penguin Book Classics.