

Tenure and Promotion at Belmont

Jim Al-Shamma, PhD

Associate Professor of Theatre

BU Tenure, Promotions, and Leaves Committee Chair, 2020-21



Tenure and Promotion



- Expectations
- Portfolio
- Process
- Support
- Questions



Expectations



Tenure and Promotion Expectations

- University-level: Faculty Handbook
- College-level: Faculty Handbook, Appendix B



Faculty Handbook



- My Belmont
- Faculty Dashboard
- Faculty Senate
- Senate Website Directory (upper left)
- HR Site
- FH updated 4/17/2020

Faculty Handbook



- 2.7. Evaluation of Faculty
- 2.8. Promotion in Rank
- 2.9. Tenure
- Appendix A. Examples of Scholarship I, Scholarship II, and Scholarly and Creative Activities

Note: Typically, apply for tenure and promotion congruently (one portfolio; FH 2.8)

T & P Platform

- Teaching
- Scholarship
- Service



Teaching



Faculty Handbook 2.7.2. Primacy of Teaching

Belmont expects its faculty to be **reflective practitioners** who consciously reflect on their goals, methods and strategies of teaching; who strive to create classroom communities where student learning is supported, encouraged and finely honed; and who **strive continuously to refine their teaching methods and effectiveness and explore new methods.**

Evaluation of Teaching

- Teaching Evaluations (two years)
- Peer Evaluations (your reflection on)
- Formative Evaluations



Teaching Improvement Activities

Apply what you learn....



Scholarship



Faculty members applying for tenure and/or promotion to associate professor are expected to have at least four (4) total contributions in Scholarship I and/or Scholarship II. At least one (1) of these four contributions must be a Scholarship Type I contribution. All scholarship contributions must occur within the timeframe defined in the original appointment contract for the faculty member. (FH 2.7.4.2.d)

- a. Scholarship I—Intellectual and/or creative contributions that are widely and publicly available and have received rigorous peer or expert review and are available for tenure and promotion consideration.
- b. Scholarship II—Intellectual and/or creative contributions that may have limited public availability or may have undergone a less rigorous peer or expert review process but are applicable for tenure and promotion consideration.
- c. Scholarly and Creative Activities—A variety of intellectual or creative contributions or activities that are valued within the university but may not demonstrate wide availability or rigorous peer or expert review. While these scholarly and creative activities are of a different nature than Scholarship I and II, they are vital to the academic career of a faculty member and provide critical demonstrations of his or her professional development. Contributions in this area are expected of all faculty members. (2.7.4.1)

Scholarship Examples



- Scholarship I: Journal article, book chapter (peer/expert reviewed)
- Scholarship II: Conference presentation (peer/expert reviewed, at a national or high-profile regional academic/professional conference)
- Scholarly and Creative Activities:
 - Articles in non-refereed journals, magazines
 - Presenting, on campus, non-refereed presentations for the Belmont community

See FH Appendix A for a detailed list.

Scholarship – Sustained Effort



Scholarship, along with scholarly and creative activities, is part of an ongoing process in which faculty members engage throughout their careers. (FH 2.7.4.2.a)

Service (FH 2.7.5)



University Service

- University
- College
- Department

Community and Church Service and Involvement

- Participation in civic and church communities, and... local, national, and international initiatives not directly tied to employment at Belmont.
- Active involvement in... a local church. (2.9.3.d)



The Portfolio



The Portfolio



2.8.1.1. The “Application for Promotion” Portfolio

2.9.4.1. The “Application for Tenure” Portfolio

Office of the Provost: "Recommended Format for T&P Portfolio"

- Front matter
- Teaching
- Scholarship
- Service at Belmont
- Church and community involvement

Portfolio: Front Matter



- Letter of application
- CV
- Recommendation letters
 - Dean
 - College TPL Committee
 - Department chair
 - Colleague within department or college
 - Optional, additional letter from referee of candidate's choice
- Contract

Portfolio: Teaching



Reflective narrative

Documentation

- List of courses taught
- List of teaching improvement activities
- Syllabi
- Teaching evaluations (two years)
- Teaching reviews by Chair or Dean
- Formative reviews (optional)

Portfolio: Scholarship

- Reflective narrative
- Listing of scholarship
- Documentation



Portfolio: Service

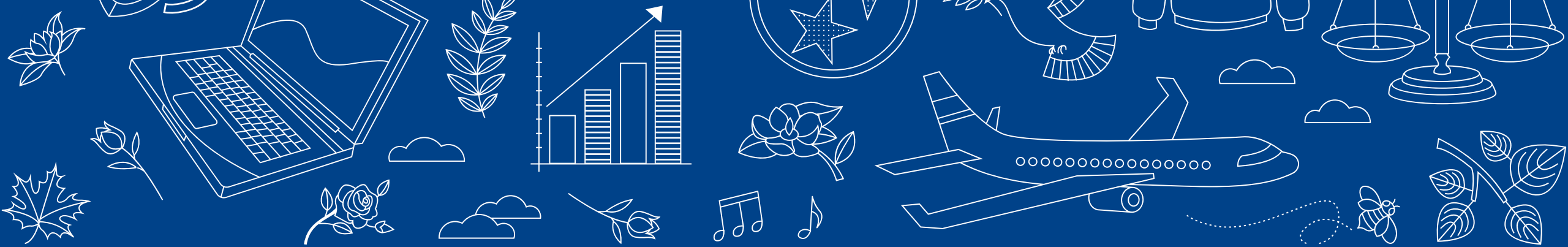


Service at Belmont

- Reflective narrative
- Listing of service
- Documentation

Church and community involvement

- Report
- Documentation



The Process



Tenure Clock



Apply at beginning of sixth year

Exceptions:

- Credit toward tenure
- Credit for prior faculty experience at Belmont for a faculty member whose status changes to a tenure-track position

Contract states year of eligibility (and any exceptions) (FH 2.9.1)

Timeline (May vary significantly by college)



May-July: Many candidates write and assemble their portfolio

August 1: Notify Dean, in writing, of intention

Date varies: College TPL Committee reviews portfolio and provides feedback

September 15: Portfolio submitted to Dean

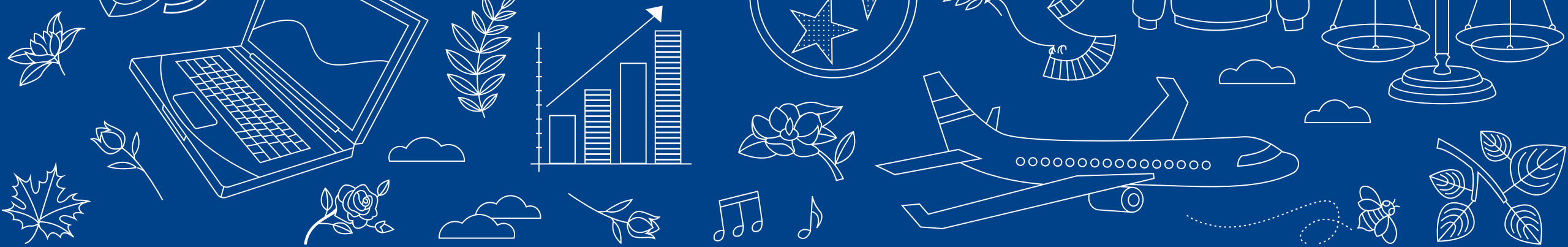
September 30: Dean forwards portfolio with recommendation letter to Provost (FH 2.8.1)

October/November: Interview with TPL Committee

TPL Committee submits recommendations to Provost

January: BU Board votes on recommendations

Following Board meeting: Dean notifies candidate



Support



Support

Belmont wants you to succeed

Your resource people:

- Chair
- Dean
- Provost
- College TPL Committee

Other resources:

- Teaching Center
- Colleagues (example portfolio)

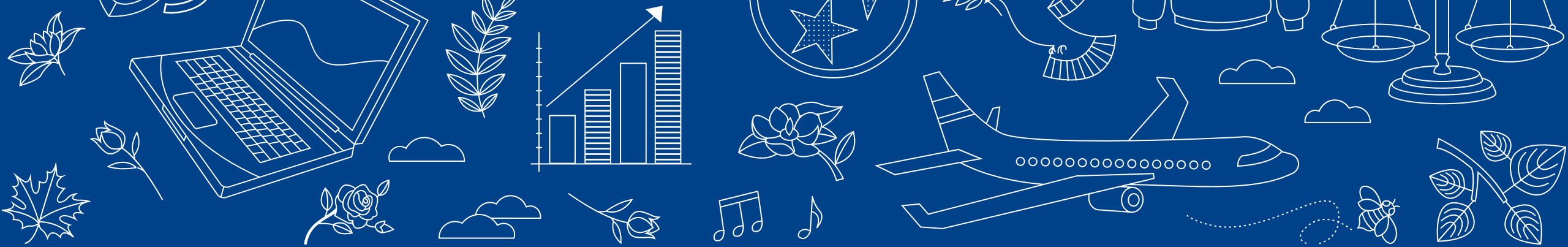
Support processes:

- FAR
- Year 1-3-5 reviews
- Peer teaching evaluations
- Formative reviews

Not required to apply in sixth year (FH 2.9.1.e)

If denied tenure and promotion, can reapply (FH 2.9.4.3)





Questions

