Overview: Annual Review, Tenure, and Promotion to Associate Professor

Guiding Principles

- **Core principle/value:** The university values and seeks excellence in all the traditional missions of our land grant university and recognizes that true excellence is only achieved through the collective contributions of our faculty.

From the Faculty Manual: III C 4. Review of Faculty (p 63)

Core Mission

- Teaching

- Scholarship
  - Scholarship of discovery
  - Scholarship of integration
  - Scholarship of application
  - Scholarship of teaching
  - Scholarship of engagement

- Outreach and Engagement

- Service and Leadership
  - External
  - Internal

Review of Faculty Performance

- **Formal**
  - Annual Review
  - Third-Year Review (Annual Review + Career Progress Review)
  - Tenure (for TT faculty) and Promotion to Associate Professor (CT and TT faculty)

- **Informal**
  - Mentoring committees
    - ALL of you should have a mentoring committee
  - Peer observation of teaching

Annual Review

- Every year, early in spring semester (Feb-March)

- Chair provides written feedback on past calendar year performance

- Faculty may request one-on-one meeting with chair to discuss.

- CT only: abridged review every other year

Third-Year Review (aka Intensive Review)

- This is the normal comprehensive Annual Review PLUS a Career Progress Review
  - Required for TT, optional for CT
  - CT may request Intensive Review in third year or later
- Third year, spring semester 2026
- Practice run for tenure/promotion review
- Chair provides written feedback on career progress, including summary of department/school faculty impressions

Calendar for Promotion and Tenure

Start Year	AY 1	AY 2	AY 3 (Third-year review)	AY 4	AY 5 (Submit P/T materials in spring)*	AY 6 (Materials reviewed)	AY 7 (P/T effective)
2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030

* In some colleges, materials are submitted in Fall of Academic Year 6)

CT Promotion to Associate Statistics, 2018-2023

	Total cases	F	M	Denials	Success Overall	Success F	Success M
Promotion to Associate	229	135	68	5	**98%**	99%	96%

- From 2018-2023, there have been 5 CT promotion denials out of 229 cases, making the success rate over the past 6 years **98%**
- Men: 3 denials, Women 2 denials

- Denials: Pullman =   226
    - Spokane = 2
    - Field (Ext) = 1
    - Spread across 5 different colleges (i.e., no one college is especially difficult)

TT Tenure and Promotion to Associate Statistics, 2018-2023

	Total cases	F	M	Denials	Success Overall	Success F	Success M
Tenure & Promotion to Associate	229	102	127	7	**97%**	97%	97%

- From 2018-2023, there have been 7 tenure denials out of 229 cases, making the success rate over the past 6 years **96.9%.** On average 1 denial annually. Four men, two women.

- Denials: Pullman = 4
  Spokane = 2
  Tri-Cities = 1
  5 different colleges (i.e., no one college is especially difficult)

Resources

- https://www.seattleu.edu/media/advance/Faculty-Activities-Inventory_Revised_12-1-20.pdf
- Semester Plan

- https://provost.wsu.edu/transformational-change-initiative/
- https://provost.wsu.edu/transformational-change-initiative/pit-stops/
- https://provost.wsu.edu/teaching-academy/teachxwsu-2023/

- https://provost.wsu.edu/annual-review/activity-insight/

Helpful Strategies

- Start with the end in mind:

    - What overall impact do you want to have with your work?
    - Why does it matter?

- Map out the path
    - How will you get there?
    - How can you measure that impact?

- Take time each year to set annual goals and revisit career goals

- Use annual goals to help create semester plans for scholarship, teaching, service, outreach

- In your packet:

    - Document impact

    - Describe your workload distribution and expectations

    - Tell your story (try freewriting a first draft)

Helpful Tactics (Tips and Tricks)

- Keep a file into which you put all relevant materials
  - Course evaluations, annual reviews, notes from students, references you write, emails about where students ended up

- Review department, college, and university guidelines annually

- Create a network of mentors
  - Peers, career track and tenured faculty in your department and elsewhere

- Consider service requests carefully, but don't say no to everything

- Keep a "Feel Good" file

Resources

- National Council for Faculty Development and Diversity (NCFDD)
  - Facultydiversity.org
  - Navigate to the Core Curriculum page

- Boice, R. (2000). Advice for New Faculty: Nihil Nimus. Allyn & Bacon

- Faculty Resources for Documenting Impact
  - https://provost.wsu.edu/guidelines-and-forms/

- Faculty Manual SectionIII C.4 "Review of Faculty" https://provost.wsu.edu/manuals-and-forms/