

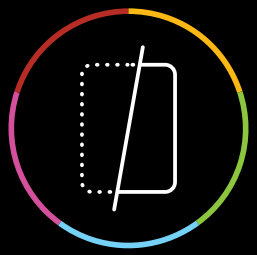
Implicit&Explicit

Uncover the praxis of reappointment, tenure, and promotion,

Reappointment, tenure, and promotion can be a labyrinth of discipline priorities and explicit requirements and implicit agreements about “how things work around here.” Add to that the rapidly changing landscape of higher education and interdisciplinary practices and you’ll find the ideal conditions for frustration, confusion and unintended structural bias. This deck was created to help you shed light on the explicit, and implicit, rules and

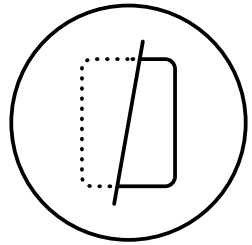
a²ru
ALLIANCE FOR THE ARTS
IN RESEARCH UNIVERSITIES

FUTURE
WORK
DESIGN



Implicit&Explicit

Uncover the praxis of reappointment, tenure, and promotion,



Reappointment, Tenure, and Promotion policies and practices can be misunderstood as faculty navigate their careers, and new forms of scholarship, research, and creative practice emerge. Making tenure and promotion expectations explicit can help candidates successfully prepare for review,

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When to Use This Deck

- In mentor meetings
- Preparing for conversations throughout the reappointment, tenure, or promotion journey
- In groups, comparing to share key themes and insights
- As inspiration to uncover aspects of your

How to Play

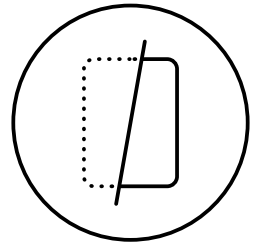
Play is simple. Players review each card and sort into one of two piles. One pile represents questions that are explicitly addressed in tenure and promotion policy at your institution, and the other pile represents questions that are left implicit or ambiguous.

Once you have sorted the deck, turn the "implicit" pile over to note how many of each suite you selected. This



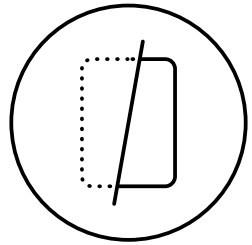
Personal Experience

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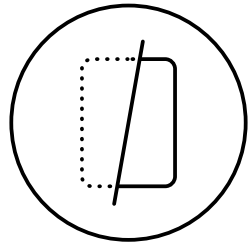
What impact does my age, gender, race, etc. (demographics) have on the tenure process?

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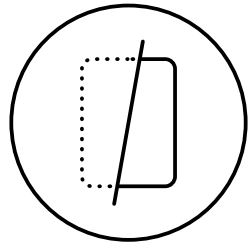
If I'm doing good work but difficult to work with, is that a problem?

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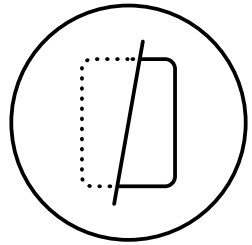
What's the role of politics and relationships in this process?

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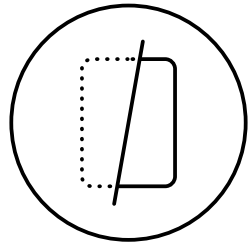
How would a medical leave of absence impact my

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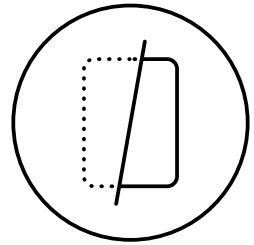


Will things I've posted to my social media persona

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Have people like me been successful here in the past?



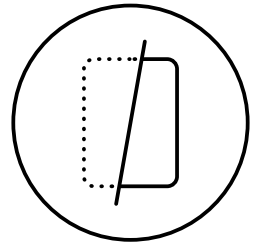
How will tenure change my

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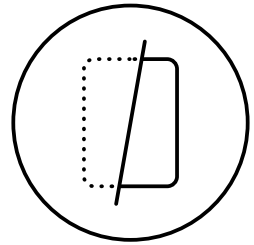


Support

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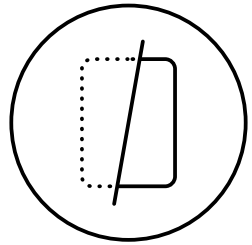


Does my department have experience supporting and evaluating interdisciplinary work?



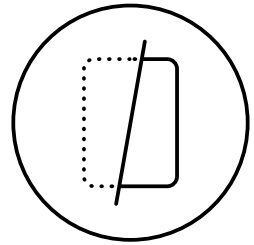
Are senior faculty interested and able to mentor junior faculty who want to

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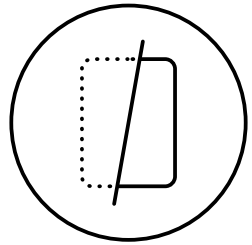
How often do people get denied tenure

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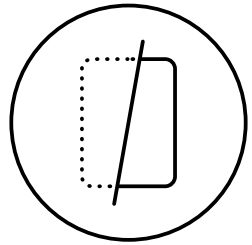
Does my department communicate its tenure and promotion criteria up to the

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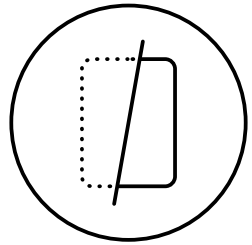


What happens if tenure policies aren't being

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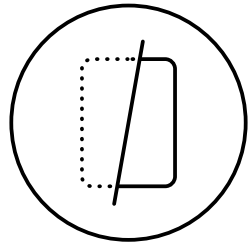


Does my department/college have a mechanism for considering non-traditional work or interdisciplinary work for RTP?

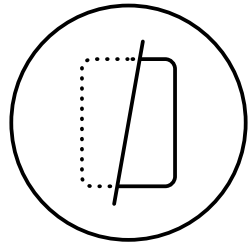


How are interpretations and judgments made about my RPT

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Does my department have mechanisms, MOUs, or policies for supporting interdisciplinary faculty, such as a joint hire?



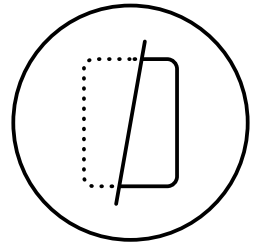
How do I navigate changing priorities in the department,

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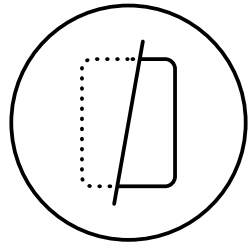
Framing Candidacy

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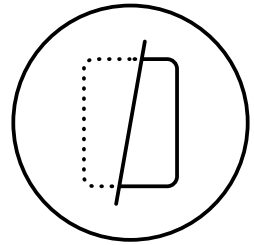
Will the tenure review committee understand the nature of arts integration or interdisciplinary

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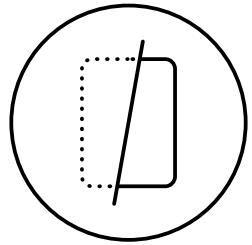


What if my work is difficult to document or assess?

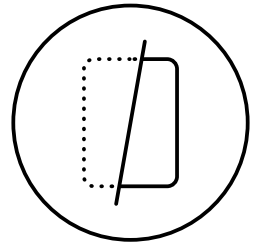
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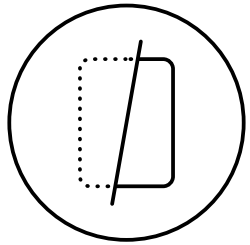
How important is quantification (such as counting and/or weighting work output) in our tenure and



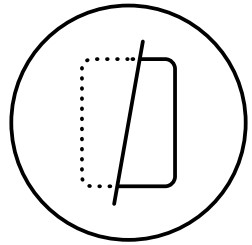
How do I know what constitutes "excellence" in my discipline or my



If I'm not listed as PI or first in the list of names for a team project, will my contribution be

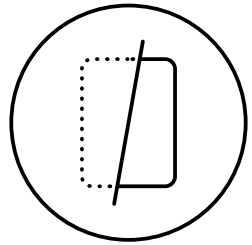


Will there be external reviewers for my case who understand the nature of my collaborative work, or will they be disciplinarily

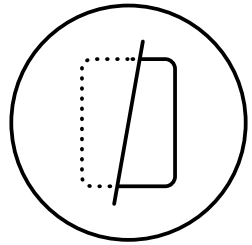


How should I format my tenure package/case/portfolio?

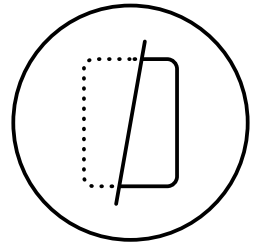
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How much tolerance does my department have for a more open-ended research process, where the outcomes are not clear?



Are tenure and promotion cases in my college allowed some wiggle room with their criteria, to be considered on their particular, individual merits? Or is there a

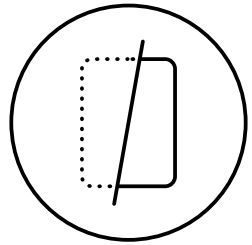


What types of resources or evidence will be considered in making my tenure decision?

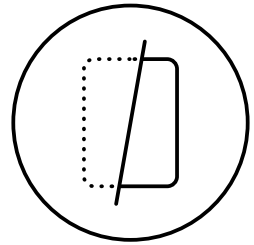


Process

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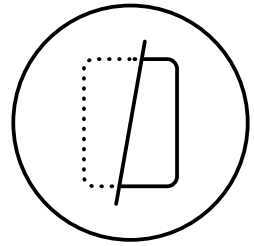


Is my performance feedback a good indication of where I stand?



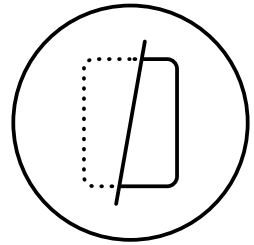
How long is too long to wait for

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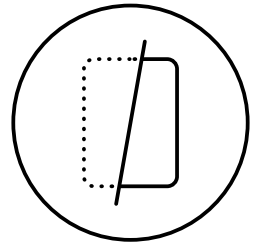


Are there reviews post-tenure?

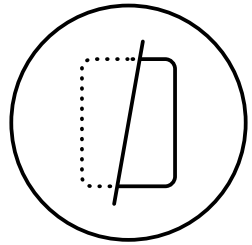
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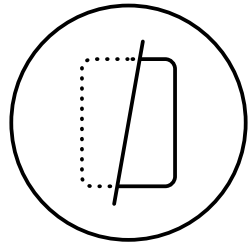
Who will be on the promotion and tenure committee? What about for the department? Who will decide?



Are there checkpoints along the way to tenure and promotion to let me know how I'm doing?

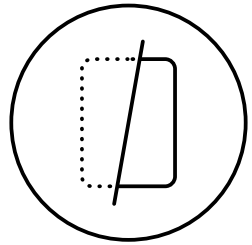


If I don't get tenure, can I apply

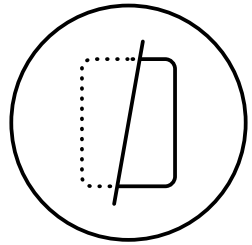


Who will I be compared to as committees are making a

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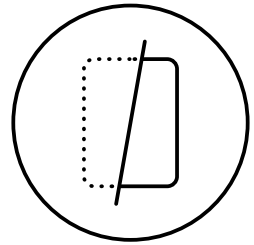


If I don't get tenure, is there a place for me here? What should I



Who should I talk to about the tenure and promotion process?

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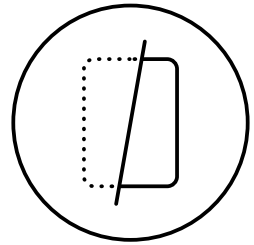


What happens if, in a joint hire, one department wants me tenured and the other one

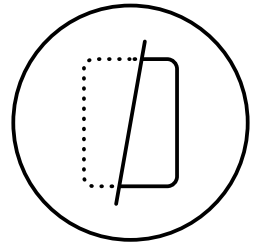


Expectations

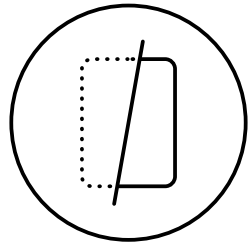
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Will I be recognized for recruiting talented students and faculty to our program?

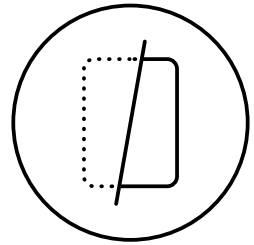


Are my course ratings with students as a teacher and mentor important for reaching

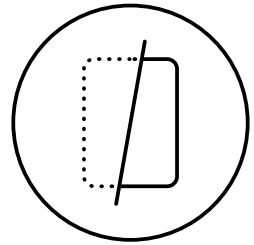


How do I know that I'm doing good work?

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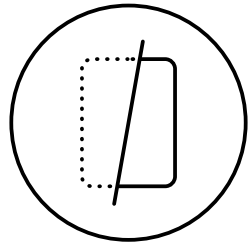


Should I base my expectations solely on what's expected in my tenure home department?

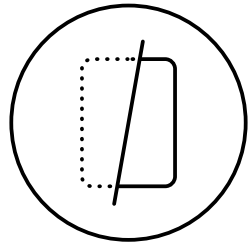


Does public engagement count as service? As scholarship? How does it

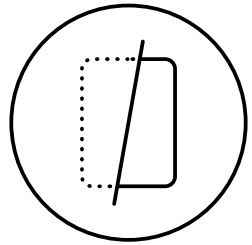
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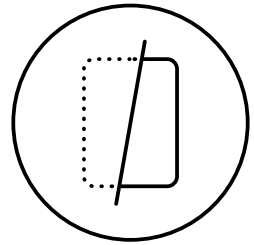
I was brought here as much for my software development skills as for being a composer, so there's an unstated assumption that software development counts. Will it count?



What's the ideal mix of scholarship, teaching, practice,

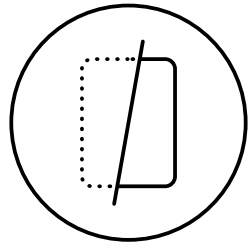


Does work in the community "count" the way a publication



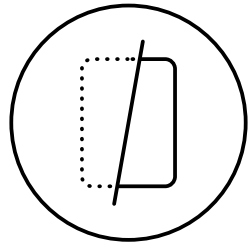
Does what my department says matters line up with the university's

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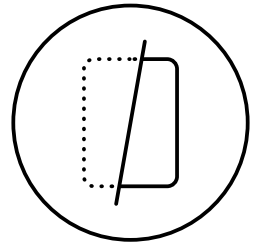
What's more valuable for tenure and promotion - a gallery show in New York, a mural project in a local neighborhood, or a

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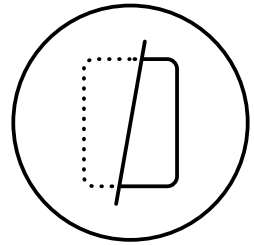


Is disciplinary achievement valued over interdisciplinary

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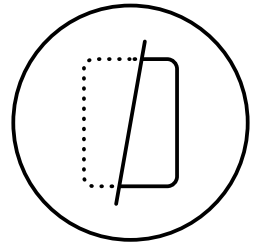


What's more important for tenure and promotion - the number of publications, or the



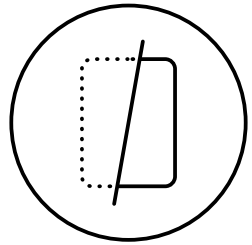
How much time should I spend on

Implicit&Explicit



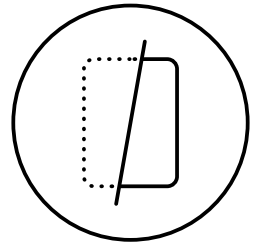
How is artistic work recognized in the tenure

Implicit&Explicit

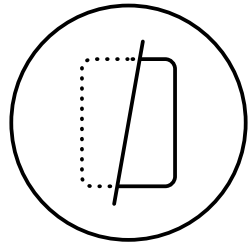


What are the tenure standards and criteria in my

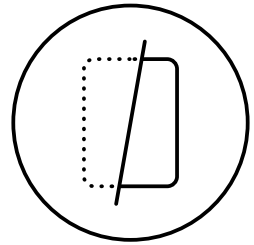
Implicit&Explicit



If I team-teach a course, can it be a part of my regular load or will it be an overage?

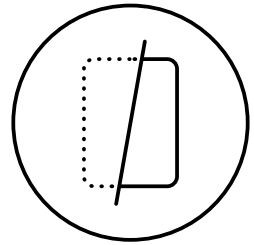


Is collaboration rewarded proportionate to the time and effort



Should I wait to work with others in different disciplines until after I'm

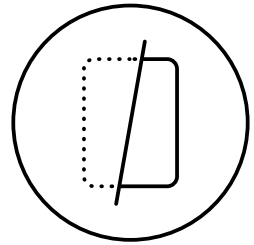
Implicit&Explicit



Does work as part of a team count toward my tenure and promotion the way a



Implicit&Explicit



Implicit&Explicit