

Tenure at Northeastern: Principles and Processes

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Northeastern
University

Principles

What is Tenure?

- A long-term commitment to the career of a faculty member
- A key support of academic freedom
- A process of review and assessment on both sides
- A process that vests tenured faculty members as full citizens of the university



Principles

What are Northeastern's university-wide performance expectations of tenure-track faculty?

- Excellence in research, scholarship, or creative activity
- Excellence in teaching
- Rank-appropriate service to the university
- Performance expectations included in the Faculty Handbook



The Tenure Process: Six-Year “Clock”

2024-2025: 1st annual review of progress toward tenure in the spring term

2025-2026: 2nd annual review

2026-2027: 3rd year review of progress toward tenure, spring term of third year, culminating in departmental recommendation

2027-2028: 4th annual review

2028-2029: Preparation for tenure review begins in spring term with notification of candidates and selection of external referees

2029-2030: Tenure review by unit, college, Provost and President; Positive recommendations brought to Board of Trustees in June



Delay of Tenure Consideration

Six-year probationary period may be extended:

- Birth or adoption of a child
- Family leave
- Medical leave
- Compelling circumstances delaying expected professional development



What will my tenure dossier contain?

- Documentation of accomplishments in research, teaching, and service
- All details can be found on the Office of the Provost website
- Annual workshops about the tenure process



Interfolio

- The software package from Interfolio will be used for both dossier submission and dossier review
- Simple straightforward program much like manuscript submission process
- Training available from your associate dean for faculty (when the time comes)



How do I get there? Pre-Tenure Review

- Annual review
- Third-year review



Getting off to a good start

- Make time for research/scholarship from the outset
- Take advantage of resources for learning to teach smarter
- Assess your record-keeping habits and make them serve you
- Use your mentors, internally and externally

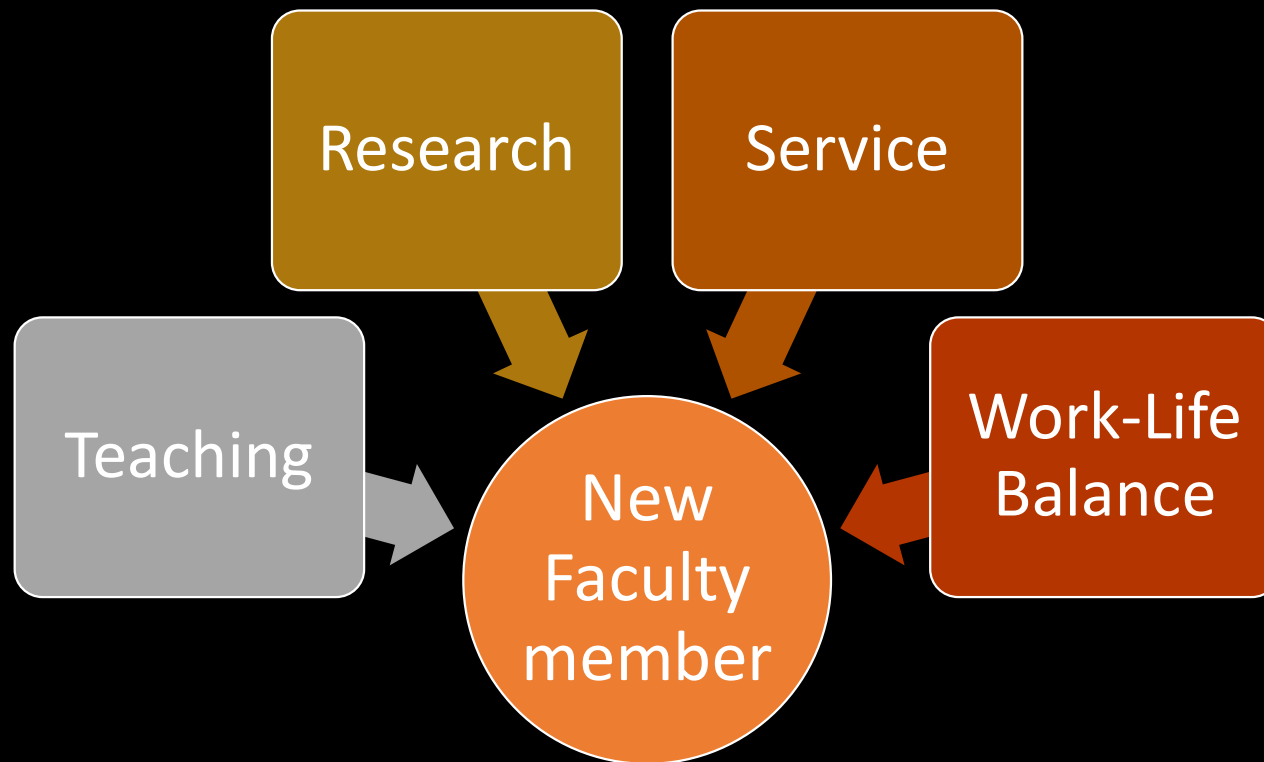


Formal and informal mentoring

- Workshops on tenure process, funding opportunities, teaching resources offered through Provost's Office
- All tenure-track faculty members have at least one departmental mentor "on the record"
- In some colleges, external mentor(s) also formalized



Multiple Mentors



Resources

- Mentor / Chair / Dean's office
- Center for Advancing Teaching and Learning through Research
- ADVANCE Office of Faculty Development



ADVANCE: Office of Faculty Development

- Support faculty through professional development programs
- Fall 2024 calendar (ADVANCE website)
- Contact:
 - Diedra Wrighting, Executive Director
 - <https://faculty.northeastern.edu/advance>
 - In person: 490 Renaissance Park
 - Email: nuadvance@northeastern.edu



National Center for Faculty Development and Diversity (NCFDD)

- Online access to mentoring, tools, and support to thrive in the academy
- 14-Day Writing Challenge
- Video library and webinars
- Become a Member at: <https://www.facultydiversity.org/>



Recently Tenured Faculty Panelists

- **Aanjhan Ranganathan**, Associate Professor, Khoury College of Computer Sciences
- **Jennifer Gradecki**, Associate Professor, Art + Design, College of Arts, Media and Design
- **Steven Lopez**, Associate Professor, Chemical Engineering, College of Engineering
- **Leila Deravi**, Associate Professor, Chemistry and Chemical Biology, College of Science

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