Understanding the Faculty Lifecycle

• Judith Bender, Professor of Biology, former Chair of the Tenure, Promotions, and Appointments Committee (TPAC)

• Erica Larschan, Associate Professor of Molecular Biology, Cell Biology and Biochemistry

• Kimberly Mowry, Robin Chemers Neustein Professor of Biomedicine, Chair of Molecular Biology, Cell Biology and Biochemistry

• Anne Windham, Associate Dean of the Faculty (Moderator)
"Beginning with appointment to the rank of full-time instructor or a higher rank, the probationary period should not exceed seven years . . ."

Many institutions have now adopted an eight-year probationary period, and also allow up to two one-year extensions of contract for parenting.
Understanding the Faculty Lifecycle

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Probationary Period
Reappointment and tenure reviews focus on faculty achievements in

• Research
• Teaching
• Service
Research excellence is demonstrated in different ways, depending on the field. Research also has different funding models and needs.

- Humanities and (sometimes) Social Sciences: travel grants, fellowships, internal funding
- Creative Arts: Fellowships and residencies
- Biological and Physical Sciences: Grant funding

The tenure review committee’s big question:

“Does the candidate have sufficient funding to conduct her or his research?”
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Tenure committees look at a candidate’s trajectory. The university is making a long-term (20-40 year!!) commitment.

Will this person continue to be an active scholar?

Promotion to full professor: has the candidate demonstrated growth beyond the work for which tenure was granted?
How does the RD professional engage with faculty and learn their tenure timelines and funding strategies?

**Online:** Department websites, university communications office (for announcement of new faculty), Dean or Provost’s office (for faculty rules on promotions, tenure review)

**In Person:** New Faculty Orientation, meetings with faculty and department chairs to learn the criteria for review and department’s *specific* expectations for grant funding.
How does the RD professional engage with faculty and learn their tenure timelines and funding strategies?

It’s important to know what other resources are available to the faculty member and work to align, rather than conflict, with these.
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Department of Molecular Biology, Cell Biology and Biochemistry (MCB)

- **Judith Bender**, Professor of Biology, former Chair of the Tenure, Promotions, and Appointments Committee (TPAC)
- **Erica Larschan**, Associate Professor of Molecular Biology, Cell Biology and Biochemistry
- **Kimberly Mowry**, Robin Chemers Neustein Professor of Biomedicine, Chair of MCB
Many universities and colleges have instituted family friendly policies

- Extensions of contract for parenting
- Funding assistance for childcare during research-related travel
Balancing the Scale: NSF's Career-Life Balance

“The development of world-class STEM talent positions the U.S. for future global leadership in discoveries, learning, and innovations, in a time when other nations increasingly are developing. However, although women and girls comprise a significant fraction of the STEM talent pool, recent studies (Competitive, 2009) have demonstrated the adverse effect that lack of family friendly consideration to the top ranks of the scientific enterprise (especially academia). Family formation, notably marriage, for the departure from the STEM workforce between Ph.D. receipt and achieving tenure for women progress can take place only through changes in the attitudes, policies, and practices that inform and manage in the workplace.”

“It is timely therefore to provide incentives that will effect change in institutions that result in practices that lead to the increased participation and advancement of women scientists and engineers.” – Dr. Subra Suresh

APPLICABILITY OF NSF CAREER-LIFE PROVISIONS

Life always has been, and is now, a balancing act. Given the close linkages between academic institutions, it is appropriate for NSF to take a leadership role in finding ways forward along the path designed to consolidate — and highlight — NSF's efforts to clear the obstacles from the STEM graduate education through to full professor.
The goal of MIRA is to increase the efficiency of NIGMS funding by providing investigators with greater stability and flexibility, thereby enhancing scientific productivity and the chances for important breakthroughs.
Thank You!