CURRENT PRACTICES IN THE P&T PROCESS AT JACKSON STATE UNIVERSITY

By: Almesha L. Campbell, Ph.D.
Assistant VP for Research and Economic Development
**PROCESS**

**University Committee Selection Process**
*Fall Faculty & Staff Seminar (annually)*

**Bias Training**

**Confidentiality Agreement**

**Dossier Review**
*At Least 1 Month*

**Recommendations Sent to CAO then to IEO.**

**Appeals Process**
CRITERIA, STANDARDS AND PROCEDURES

Considerations
- Professional Training and Experience
- Effectiveness of Teaching
- Effectiveness of Interpersonal Relationships
- Professional Growth
- Service and other non-teaching activities

Basis
- The policy recognizes the fact that differences exist among faculty members’ academic achievements and that academic rank should reflect those achievements.
- Recommendations citing significant professional experience and accomplishments should be accompanied by tangible and verifiable supporting evidence.

Qualifications
A faculty member applying for promotion to associate professor must have served at least five years as assistant professor. When applying for promotion to full professor, a combined service of eight years with at least three years as associate professor is required.

Documentation
The primary responsibility for preparing a dossier to be considered by a faculty committee for promotion and/or tenure rests with the candidate, but the departmental chairperson will provide appropriate assistance upon request.
DECISION TIMELINE

CAO Submits Recommendation to the IEO

Feb/March

Letters Sent to Faculty

March

IEO Submits Recommendations to the Board of Trustees

March 15

Appeals Process

1 Month to Appeal
WORKSHOP FOR CANDIDATES

The Provost’s Office conducts workshops with candidates to review the process and expectations.

- Separate workshop with candidates for Full Professorship
- The workshops help to demystify the P&T process

Evaluation of training sessions
CHALLENGES

* High teaching load of faculty
* Structural barrier in the P&T process as it does not lend credibility to I&E
* Faculty concerned that engaging in I&E will affect their teaching, research, service commitments
Faculty in the College of Science, Engineering and Technology (CSET) receives credit for intellectual property (namely Patents)

- Most innovation and entrepreneurship occurs in CSET
- Metrics not clearly defined and are inconsistent at departmental level
- Information conversations with Deans and Chairs by the TTO

Candidates request documentation from the TTO for their dossiers

- Copy of Patent or Notice of Issuance
- Induction into the National Academy of Inventors Fellows Program
- Licensing Agreement, if applicable
- Approved MURA status, if applicable
OPPORTUNITY

* The University is currently in the process of revising its Faculty Handbook and the P&T Process

* Buy-In from the President and Provost level (PTIE Metrics and Best Practices)

* Current leadership understands and value I & E activities
  * Invested in Center for Innovation & Entrepreneurship – interdisciplinary
  * Innovation Fellows – opportunity for mentoring students
  * Incentive Plan that promotes and supports I&E