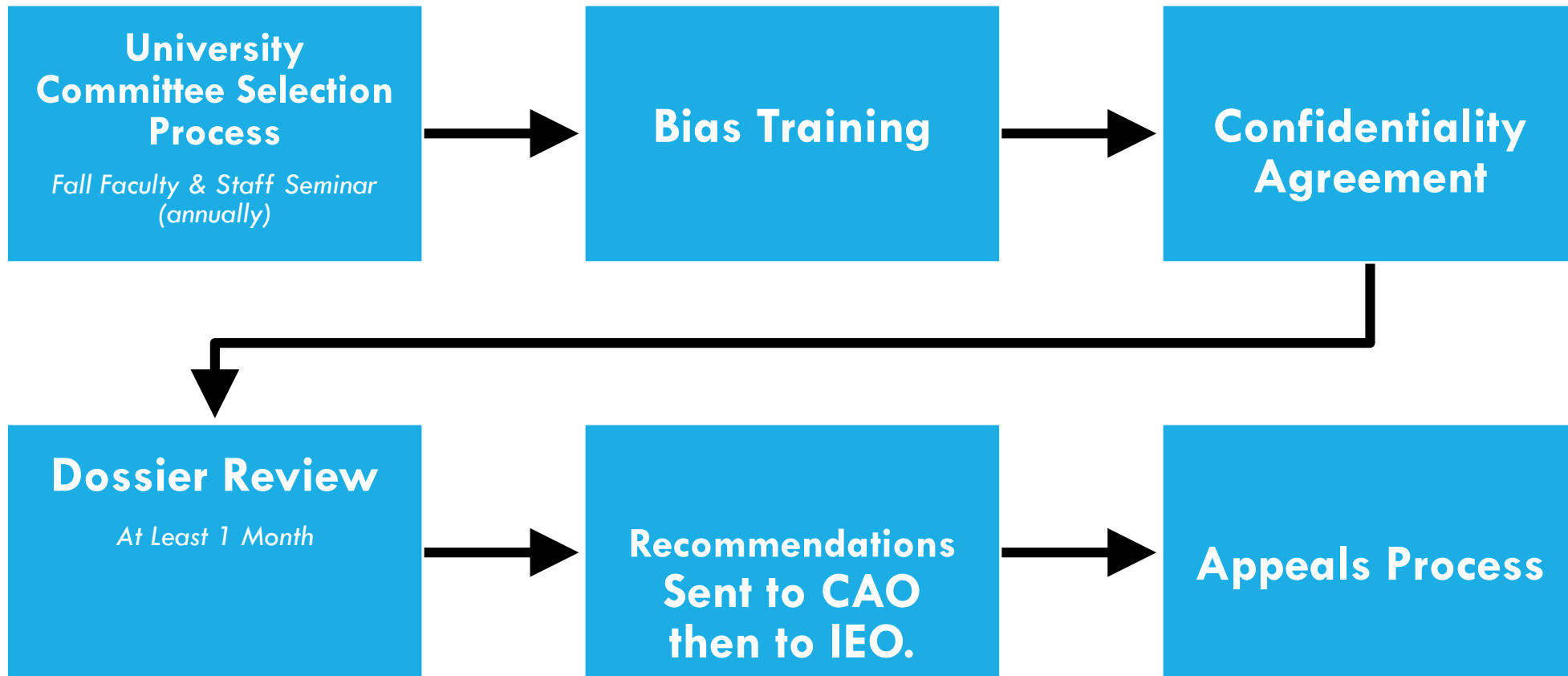




# **CURRENT PRACTICES IN THE P&T PROCESS AT JACKSON STATE UNIVERSITY**

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# 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.

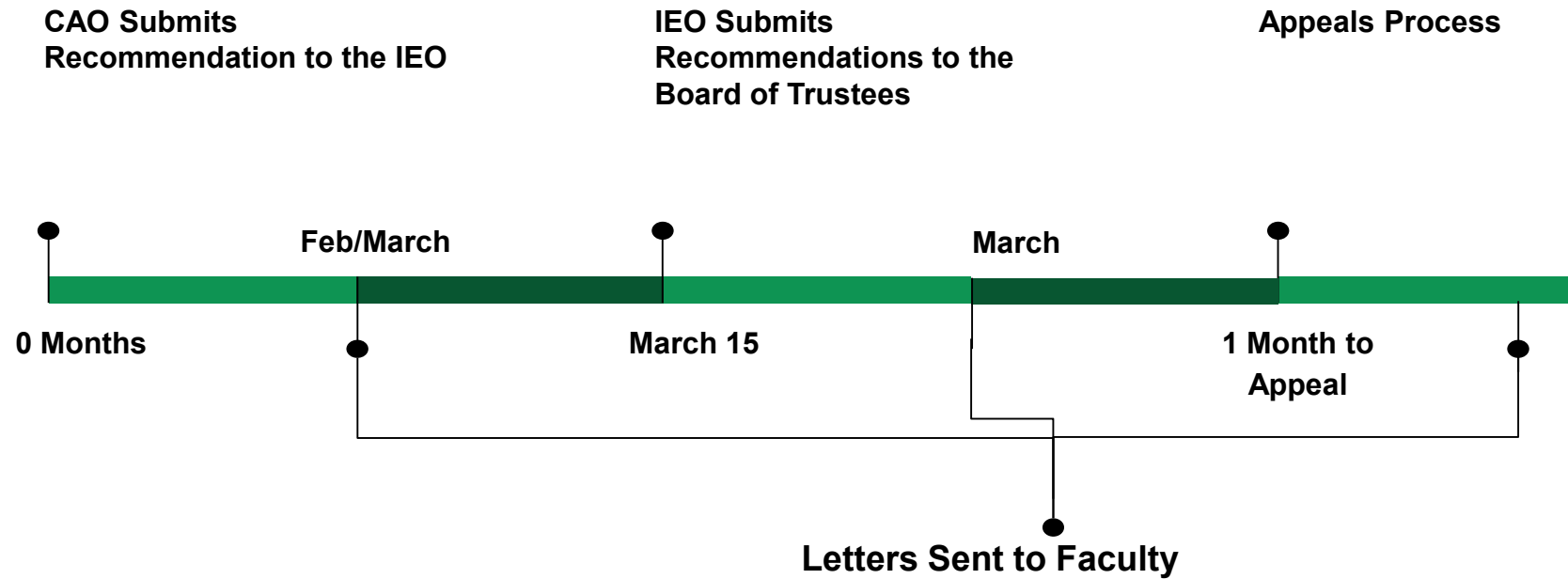
## Qualifications

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



# 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

# CURRENT LEVEL OF I&E IN THE PROCESS

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