

SENATE COMMITTEES ON INTRA-UNIVERSITY RELATIONS AND FACULTY AFFAIRS

Promotion Flow Report, 2018-2019

(Informational)

Introduction

Over the past several decades, the composition of Penn State's faculty has shifted. The proportion of faculty members who are not on the tenure line has grown in size. Concomitant with that increase, non-tenure line faculty members play an increasingly important role in the implementation of Penn State's mission as a "multi-campus public research university that educates students from Pennsylvania, the nation and the world, and improves the well-being and health of individuals and communities through integrated programs of teaching, research, and service."

In recognition of the central role non-tenure line faculty members have at Penn State, Penn State instituted updated standardized ranks and a promotion procedure for non-tenure line faculty via a revision to AC-21 (formerly HR-21) in academic year 2015-2016. Academic units were asked to create promotion processes consistent with policy during academic year 2016-2017. Simultaneously, current non-tenure line faculty were retitled to be consistent with the revisions to faculty titles in AC-21; retitling was to be completed by the end of 2017 though units were permitted to change a faculty members title if a new contract was issued. Promotion procedures in the vast majority of units were implemented during the 2017-2018 academic year and implemented across all units in 2018-2019.

Distribution of Penn State Non-Tenure Line Faculty (not inclusive of promotions at the College of Medicine, Penn State Law, Dickinson Law, Penn State Great Valley, or the University Libraries)

In Fall 2018, Penn State employed 6,287 full-time faculty members. At the University Park colleges and the 19 Commonwealth Campuses (not inclusive of the Law and Medical schools, Great Valley, and the Libraries), the University employed 4,726 full-time faculty. Of these 4,726 faculty, 1,864 (39%) had been awarded tenure, 747 (16%) were on the tenure track, and 2,115 (45%) were non-tenure line faculty. The distribution of tenured, tenure-track, and non-tenure line faculty was comparable between University Park and the Commonwealth campuses. Of the 3,078 full-time faculty who were employed at University Park colleges, 1,288 (42%) were tenured, 473 (15%) were on tenure-track, and 1,317 (43%) were non-tenure line faculty. Similarly, of the 1,648 full-time faculty members on the 19 Commonwealth campuses, 576 (35%) were tenured, 274 (17%) were on tenure-track, and 798 (48%) were non-tenure line faculty.

Non-tenure line faculty can either have fixed term or standing contracts. Ninety-six percent of non-tenure line faculty were on fixed-term contracts. A small number of non-tenure line faculty were on standing appointments (n=83, 2%). Of the 4,726 full-time faculty at University Park and the 19 Commonwealth campuses (not inclusive of Law, Medical, Great Valley, or Libraries faculty), 2,032 (43%) were on fixed-term contracts. Of the 3,078 full-time faculty at University

Park, 1,267 (41%) were on fixed term contracts. Across the 19 Commonwealth campuses, 765 (46%) of the faculty were on fixed term contracts.

AC-21 specifies several categories of non-tenure line faculty (fixed-term or standing; those which terminal vs. non-terminal degrees), which include teaching, research, clinical, and professors of practice. In Fall 2018, the majority of, but not all, non-tenure line faculty were transitioned to the new titles created by the policy. In Fall 2018, 424 faculty members between the 20 campuses were still classified as non-tenure line without the additional descriptor of teaching, research, or clinical. By Fall 2019, this number had decreased to 71. In future years, longitudinal trends will be more informative given improvement in data quality. At University Park in Fall 2018, 728 full-time faculty members were classified as non-tenure-line teaching faculty, and at the 19 Commonwealth campuses, 585 faculty members were classified as teaching faculty. Non-tenure line research faculty were found mostly at University Park (548 compared to seven at the Commonwealth campuses).

Promotions at the College of Medicine, Law, Dickinson Law, and the University Libraries are not included in this report because 1) they may use different titles per AC-21 and 2) the data suggest that long-standing practices and titles in these units may obscure the data.

Promotion rates

In 2018-2019, 182 non-tenure line promotion dossiers were put forward for review at University Park and the Commonwealth Campuses. Of those 182, 162 (89%) received a promotion. Of the 162 faculty members who were promoted, 87 (54%) occurred at University Park and 75 (46%) occurred at the Commonwealth campuses (see Table 1). Of those 162 promotions, 41 (25%) were promoted to assistant professor, 98 (61%) were promoted to associate professor, and 23 (14%) were promoted to professor (see Table 4).

Salary Increases

Consistent with AC-21, all of those who were promoted received a salary increase over and above the university-prescribed general salary increase (i.e., per AC-21 “All promotions should be accompanied by a promotion raise, in addition to a merit raise, to be determined and funded by the college”). The percent of salary increase associated with a non-tenure line promotion is not prescribed by the university. Rather, the amount of the salary increase is determined by individual academic units. These data confirm that all faculty who received a promotion also received a salary increase.

At University Park, salary increases received across all ranks ranged from 5-16%, with a mean of 7.1% and a median of 8.0%. At the Commonwealth Campuses, salary increases received across all ranks ranged from 4-8%, with a mean of 7.0% and a median of 8.0%. Per these data, it appears that those at the higher ranks are receiving slightly higher salary increases. Assistant professors received a mean salary increase of 6.5% and median salary increase of 6.0%. Associate professors received a mean salary increase of 7.3% and a median salary increase of 8.0%. Full professors received a mean salary increase of 7.1% and a median salary increase of 8.0%. See Table 2 for more information.

Length of Contract

Per AC-21, a multi-year contract is recommended (i.e., per AC-21 “Faculty members who are promoted shall be considered for a multi-year contract. Those promoted to the third rank shall be considered for the longest length of contract available to non-tenure line faculty. If a multi-year contract is not granted, then factors that shaped this decision shall be communicated to the fixed-term faculty member at the time when a new contract is offered”). A multi-year contract is defined as a standing contract or a fixed-term contract of greater than one year.

It is important to note that some multi-year contracts were in place prior to the promotion; the data reported here reflect the length of contract the individual currently holds. Regarding length of contract, 142 (88%) of the 162 who were promoted hold a multi-year or standing contract. Multi-year contracts were evenly distributed between the Commonwealth Campuses and University Park (see Table 2).

Regarding the awarding of multi-year/standing contracts by rank, 78% of the assistant professors, 91% of associate professors, and 91% of professors who were promoted hold a multi-year contract. Looking within rank, 61% of assistant professors, 74% of associate professors, and 78% of professors promoted hold a three-year or standing contract (see Table 4).

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