BILKENT UNIVERSITY

Faculty Promotion Process

28 February 2020
Topics

- Faculty Titles
- Promotion Process
  - Background
  - Process at Bilkent
  - Suggestions
- Q & A
Academic Titles

- Assistant Professor
- Associate Professor
- Professor
Additional Titles

- Emeriti Professors
- Courtesy Appointments
- Visiting Faculty
- Professor-in Residence
- (Expert/Professional)-in-Residence
- (Assistant, Associate) Professor of (Profession) Practice
- Adjunct Faculty

*Effective 22 February 2016; rev 2 October 2017*
Additional Titles

- Research Faculty
  - Research Assistant Professor
  - Research Associate Professor
  - Research Professor

- Teaching Track Faculty
  - Instructor
  - Lecturer
  - Senior Lecturer

Effective 22 February 2016; rev 2 October 2017
Research Staff

- Research Associate
- Research Scientist
- Senior Research Scientist
- Visiting Scientist

Effective 22 February 2016; rev 2 October 2017
No university community wishes to lose a (potentially) valuable colleague,

No university community wishes to keep a faculty member who does not have significant accomplishments or whose contributions to the academic community will be subpar.
Background

Promotion to Associate Professor and Professor ranks.

- Process at Bilkent – similar to those in the U.S.,
- Titles are not transportable,
- Office of the Provost manages the process.
Why Promotion?

- A universal recognition of standing in the academic world,
- Accompanied benefits – tangible and intangible,
- Reflects both accomplishments and potential.

How are accomplishments assessed and the potential estimated?
Assessment

View from European University Association⁹:

Evaluating research and assessing researchers is fundamental to the research enterprise and core to the activities of research funders and research performing organizations, as well as universities.

Today, the outcomes of scholarly research are often measured through methods based on quantitative, albeit approximate, indicators such as the journal impact factor. There is a need to move away from reductionist ways of assessing research, as well as to establish systems that better assess research potential.

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⁹The European University Association and Science Europe Join Efforts to Improve Scholarly Research Assessment Methodologies, 14 May 2019
Assessment

- Assessment of work, contributions and achievements, are made with the assistance of independent experts from around the world.
- External experts normally review the contributions to that field, discipline, or topic; quantities may or may not be relevant.
- Assessment focus may be different in different fields.
- Indicators such as major awards, important lectures are helpful, but it is critical to have contributed work that has lasting value.
The entire process, including referees and various committees, looks for **significant** contributions the candidate may have made.

The lasting significant contributions are sometimes summed up by a so-called “**footprint**” that we leave.
The Process

- Equivalency of international degrees and ranks obtained from Inter University Council
- Candidate
- Department (Preliminary Review Committee & Chair)
- Faculty (Dean(s) & External Letters)
- University Committee (Office of the Provost)
- CoHE Requirements for Turkish Nationals
- University Executive Board (Letters)
- Board of Trustees

http://www.provost.bilkent.edu.tr/forms/checklist_for_the_promotion_process.pdf
http://www.bilkent.edu.tr/provost/FacultyHandbook/Sec2.html#_Toc493080057

*Bilkent process complies with CoHE requirements
Candidate

- Speaks with the department chair (or dean/director),
- Prepares documents – as outlined on the web,
- Includes a brief (2-3 sentences) description of significance of one’s accomplishments (i.e. the footprint),
- Provides a list of 5 references whom she/he thinks are experts in the field who may be familiar with her/his work.
  Candidate must **not** contact them about the promotion process.

Please Note: For promotion from Associate Professor to Professor focus is on primarily the body of accomplishments since the last promotion.
Appoints a committee of senior faculty to review the dossier and make a recommendation on the accomplishments of the candidate – e.g. teaching, research/scholarly/creative activities, and service.

The Chair makes her/his own recommendations, with an analysis of candidate's accomplishments and a description of the candidate’s “footprint.”

Sends the dossier to the Dean along with 5 additional recommended references – candidate must not know about these names.
Selects 3 names from each of the two lists and adds 3 - 5 or more names,
Sends letters and supporting documents provided by the candidate to the referees.
Considering the letters that are received, the dean makes own recommendation, with a detailed analysis and rationale for her/his recommendation, and sends the dossier to the Office of the Provost.
Convenes the University Committee, which represents fairly evenly the different Faculties of the University,
The members, after examining the dossier, discuss the merits of the case, particularly the evaluation provided by the external referees,
The members convene again, at least after one week, to re-discuss and vote using secret ballots,
Members need to include in the ballot the rationale for their votes,
At no time a member from the same department as the candidate may participate in the discussions or vote.
The 8 ballots from the committee are separated into two groups of representatives from:
- social sciences and arts, and
- physical sciences and engineers

A total of 5 ballots are selected randomly for the final count with 3 from the candidate’s general area,

Ballots are opened and the final count forms the recommendation of the Committee to the Rector.
Next Steps

- Outcomes are communicated to the candidate and to the Dean. Results are discussed by the Provost with the candidate in the presence of the Dean,

- Feedback is provided based on the review process,

- Successful outcomes are forwarded* to the University Executive Board, where a new set of referees from within Turkey are selected (in compliance with CoHE regulations).

  - *For Turkish Nationals there is an added step before the UEB that involves advertising the position.
Potential Wrinkles in the Process

- Candidate's statement – not brief or to the point,
- Referees – not well-known in their own right,
- Referee responses – takes too long to receive or nonresponsive,
- Referee responses – some letters are not helpful, summarize the CV, do not address the specific quality of the work, and lack bases for recommendations.
Observation: Attributes of Successful Colleagues

- Work on important areas,
- Passionate about what they do,
- Results of their efforts are disseminated well,
- Known internationally through their work,
- Frequently invited to share their ideas,
- Are lauded with major awards,
- Are excellent educators,
- Show leadership in contributing to their communities.
Advice to Future Professors

- Develop a Career Plan – a roadmap to reach your goals.
- Select an important area of endeavor (about which you can be passionate),
- Know what that area needs & values and who are the major leaders, contributors,
- Examine how they have become leaders, what they have contributed,
- What is the mode of their contributions?
  - Book? Where is it published? Where has it been reviewed?
  - Articles? Published in which journals? Where and how were they cited?
  - Arts? Exhibited where? What reviews have they received?
  - Other modes of contributions.
- Invite some of these leaders for departmental seminars.
- Maintain and strengthen the network developed during PhD studies.
- Attend international professional conferences.
Changes for Faculty Who Start Fall 2021 and Later

- A Career Plan
- Five-Year initial contract
- First 3 years, annual feedback by Department and Faculty; replaces current annual reviews
- Fourth-year review for reappointment
- Application for rank Associate Professor must be completed by the end of 8th year.
- Application for rank Associate Professor may be made earlier than 8th year but only once.

NEW – FOR CURRENT AND FUTURE FACULTY

- Application for rank Associate Professor may be made upon completion of the application to CoHE (YÖK) without having to wait until receiving the Doçent title. However, Doçent title will be necessary to complete the promotion at Bilkent.
Questions ?

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Thank you