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The ABCs of Tenure: What All African-American Faculty Should Know

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The ABCs of Tenure: What All African-American Faculty Should Know

Abstract

African-American faculty are extremely valuable contributors to their respective areas. They bring direct knowledge of the strengths and needs of their communities and serve as role models to aspiring students. Unfortunately some African-American faculty are not successful at getting promotion and or tenure in part because of a lack of mentors and or a lack of clarity regarding tenure criteria. This paper focuses on four issues that are relevant to the tenure process, namely, politics, the publication process, developing a research agenda and submission of the tenure "package".

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Minority group faculty are extremely valuable contributors to their respective areas. Besides their areas of expertise they bring direct knowledge of the strengths and needs of minority communities, families and individuals to their academic assignments, serve as role models to aspiring students and as representatives of their communities. Many minority faculty do well in academia but some do not, particularly those who are unfamiliar with it. The information provided in this workshop/panel discussion will be designed to help junior faculty successfully achieve promotion and tenure.

The discussion will consist of three parts;

(1) "From Day One" will address issues that junior faculty need to be aware of in regards to the academic environment i.e., campus/ department politics, faculty-student relations and student evaluations, how to get published and the value of mentors,

(2) "The Promotion and Tenure Process" which will discuss in depth a) the steps and persons involved, b) those things that are usually counted as research, community service and service to the college in relation to what activities usually don't count and therefore are a waste of your time c) the pitfalls to both processes d) methods to help ensure a positive outcome and other pertinent information and

(3) “A Senior Faculty's Experience".

Presenter

Dr. Sharon E. Moore is an Associate Professor of Social Work at the Raymond A. Kent School of Social Work, University of Louisville in Louisville, KY. She has several years of direct practice experience in the fields of medical social work and substance abuse counseling.

Dr. Moore is the author of several journal articles among which include; Adolescent

Black Males; Drug Trafficking and Addiction: Three Theoretical Perspectives (1995) and The Role of the Black Church in Changing Times-Empowering the Community *for* Survival (1995) and Substance Abuse Treatment with Adolescent African American Males: Reality Therapy with an Afrocentric Approach, (2001) *Journal of Social Work Practice* in *the Addictions,* 1(2),21-32. She is co-author of the text Social Work Practice with Culturally Diverse People published by Sage.

She presently provides training in the areas of human diversity and spirituality *for the Kentucky Chapter of the National Association of Social Workers.*

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