

Service, Tenure, & Promotion

When do you say "yes" to service?

What is "good" service?

How much is too much?



SERVICE

Service is an activity required for tenure and promotion as well as the promotion of renewable contract faculty; however, it is often difficult to know how much service is enough. Let's talk more about service...

CATEGORIES

Program/Department: curricular development, program coordination, student advising, certification, committees

College/University: councils/committees, Faculty Senate, Grad/Undergrad council, faculty mentoring

Profession: journal/proposal reviewing, editorial boards, leadership in organizations, conference planning

GETTING STARTED



1) Find out what your service norms are and about how many hours per week you should be devoting to service across the categories above. 2) Junior faculty should prioritize service to the **profession** and the **program/department**. College and University service is expected more at the associate Level. 3) Document ALL service activities each year in Faculty Success and on your CV.



IS ALL SERVICE EQUAL?

NO. Research on service in academia finds that faculty of color as well as women assume a disproportionate amount of invisible service labor. **Mentors, support and advocate for your mentees when necessary.**



CAUTION

Service is an important activity, but keep in mind that service, alone, will not get you tenured and/or promoted. Focus on service that makes sense in relation to your TEACHING and RESEARCH. The more **coherent** and **connected** your scholarly story, the better.

FURTHER READING



- [UA Faculty Handbook](#)
- Penn State: [Service and the Scholarship of Service to the University, Society, and the Profession](#)
- The Chronicle: The Professor Is In: [Service Taking Up Too Much Time?](#)
- Inside Higher Ed: [Serves You Right](#)