

1 UNITED ACADEMICS PROPOSAL

2
3 PROMOTION AND TENURE IN THE TENURE-TRACK CLASSIFICATION

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5 **Preamble.** Tenure ensures the academic freedom essential to an atmosphere conducive to the
6 free search for knowledge and the attainment of excellence in the university. Tenure also reflects
7 and recognizes a candidate's potential long-term value to the institution, as evidenced by
8 professional performance and growth. Tenure sets universities apart from other institutions.
9 Faculty members are not merely employed by the university, but are integral to the educational
10 and research programs of the university. Tenure will be granted to faculty members whose
11 achievements in serving the university's missions and potential for effective long-term
12 performance warrant the institution's reciprocal long-term commitment. The granting of tenure is
13 more significant than promotion in academic rank.

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15 **ELIGIBILITY FOR TENURE**

16 **Section 1. Eligibility for Tenure.** Only faculty members in the Tenure-Track classification are
17 eligible for tenure.

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19 Faculty members must be considered for tenure during or before their sixth year in the Tenure-
20 Track classification, except for some faculty members employed by the College of Earth, Ocean,
21 and Atmospheric Sciences. Faculty members employed by the College of Earth, Ocean, and
22 Atmospheric Sciences may instead, if so stated in their offer letter, be considered for tenure
23 during or before their twelfth year in the Tenure-Track classification. Upon completion of the
24 tenure review, the faculty member must be granted indefinite tenure or be given a year's timely
25 notice that their appointment will not be continued. Promotion to Associate Professor or Senior
26 Instructor I (Tenure Track) generally occurs at the same time.

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28 Faculty members on a twelve-year tenure clock will have a promotion review on or before their
29 sixth year in rank: a successful review will result in promotion to Associate Professor without
30 tenure, while an unsuccessful review will result in the faculty member being given a year's
31 timely notice that their appointment will not be continued. A tenure review will take place during
32 or before the faculty member's sixth year in the Associate Professor rank.

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34 **Section 2. Credit for Prior Service.** The number of years of credit towards promotion and
35 tenure for prior service, if any, must be stated in the offer letter, along with the date by which
36 tenure must be granted.

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38 **Section 3. Accelerated Review.** An accelerated promotion and tenure review may occur in
39 particularly meritorious cases as determined by the Provost in consultation with the candidate
40 and appropriate dean or academic unit head.

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42 **Section 4. Extension of the Tenure Clock.** Under extenuating circumstances, a faculty member
43 can request of the Provost that the tenure clock be extended. Requests for extension of the tenure
44 clock should come at the time of the extenuating circumstances, and will not be accepted after
45 June 1 of the calendar year preceding the calendar year in which the tenure decision will be
46 made.

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2 A one-year extension of the Midterm Review and tenure clocks will be granted for leave that
3 extends for three months or more.

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5 If a faculty member receives approval for a tenure clock extension for any reason, all reviewers
6 will evaluate the dossier without prejudice, as if the candidate had been on probationary status
7 for the standard five years.

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9 **Section 5. Hiring with Tenure.** In exceptional cases, a faculty member may be hired with tenure
10 or a rank of Associate Professor, Professor, Senior Instructor I (Tenure Track), or Senior
11 Instructor II (Tenure Track).

12 **ELIGIBILITY FOR PROMOTION REVIEW**

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14 **Section 6.** Faculty members are eligible for promotion to Professor after six years in the
15 Associate Professor rank. Except for faculty members on a twelve-year tenure clock, faculty
16 members are not required to request promotion to Professor. Except for faculty members on a
17 twelve-year tenure clock, an unsuccessful promotion review will not impact the candidate's
18 continued employment.

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20 Faculty members are eligible for promotion to Senior Instructor II (Tenure Track) after six years
21 in the Senior Instructor I (Tenure Track) rank. Faculty members are not required to request
22 promotion to Senior Instructor II (Tenure Track). An unsuccessful promotion review will not
23 impact the candidate's continued employment.

24 **INITIATION OF THE RECOMMENDATION FOR TENURE AND PROMOTION**

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26 **Section 7. Initiation of the Recommendation for Tenure and Promotion from Assistant**
27 **Professor to Associate Professor or from Instructor (Tenure Track) to Senior Instructor I**
28 **(Tenure Track).** Except for candidates on a twelve-year tenure clock, the academic unit head
29 will initiate the candidate's review for tenure and promotion by requesting the candidate submit
30 their dossier before the end of the Fall term of the academic year prior to the year in which the
31 tenure decision is required. For most faculty members, this request will happen in the Fall term
32 of their fifth year.

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34 **Section 8. Initiation of the Recommendation for Promotion from Associate Professor to**
35 **Professor and from Senior Instructor I (Tenure Track) to Senior Instructor II (Tenure**
36 **Track).** Except for faculty members on a twelve-year tenure clock, faculty members who wish to
37 be considered for promotion will initiate the promotion review by notifying their academic unit
38 head in the Fall term of the year preceding the review year.

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40 **Section 9. Initiation of the Recommendation for Promotion and Tenure for Faculty**
41 **Members on a Twelve-year Tenure Clock.** For faculty members on a twelve-year tenure clock,
42 the academic unit head will initiate the candidate's review for promotion from Assistant
43 Professor to Associate Professor by requesting the candidate submit their dossier before the end
44 of the Fall term of the academic year prior to the year in which the promotion decision is
45 required. The academic unit head will initiate the candidate's review for tenure and promotion
46 from Associate Professor to Professor by requesting the candidate submit their dossier before the

1 end of the Fall term of the academic year prior to the year in which the tenure decision is
2 required.

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4 **CRITERIA FOR PROMOTION AND TENURE REVIEW**

5 **Section 10.** Reviewers should base their recommendation for promotion and tenure on the
6 assigned job duties in the candidate's position description(s); the general review criteria
7 described in Article XX, General Guidelines for Promotion and Tenure; Faculty Senate policy;
8 academic unit and college policies; and the expectations within the candidate's discipline
9 provided to the candidate during the Midterm Review and Annual Reviews.