PROMOTION AND TENURE

Perspectives from the Dean’s Office

OFFICE OF THE
Senior Vice President & Provost
DEAN'S ROLE

• CAVEAT: THE VIEWS EXPRESSED ARE MY OWN AND DO NOT NECESSARILY REPRESENT THOSE OF THE UNIVERSITY OR ANY CURRENT OR PAST DEANS.

• THE DEAN'S RECOMMENDATION REGARDING TENURE AND PROMOTION IS THE FINAL RECOMMENDATION FROM THE COLLEGE

• SOME, BUT NOT ALL COLLEGES HAVE A COLLEGE LEVEL COMMITTEE

• WHEN THESE COMMITTEES EXIST THEIR RECOMMENDATION FOLLOWS THE FACULTY VOTE, THE RECOMMENDATION OF COMMITTEE A AND THE RECOMMENDATION OF THE CHAIR.
COLLEGE LEVEL COMMITTEES

• THE ROLE OF COLLEGE COMMITTEES MAY VARY BY COLLEGE

• IN PRICE COLLEGE, FOR EXAMPLE, THE COLLEGE FACULTY STANDARDS COMMITTEE IS ADVISORY TO THE DEAN.

• THEIR CONFIDENTIAL REPORT AND VOTE IS INCLUDED IN THE ON-LINE DOSSIER.
DEAN MUST CONSIDER

• COLLEGE AND DIVISION LEVEL STANDARDS

• CONSISTENCY IN APPLICATION OF STANDARDS ACROSS UNITS IN COLLEGE

• ALL MATERIAL IN TENURE AND PROMOTION DOSSIER IS ALSO REVIEWED BY THE DEAN
DEAN RECOMMENDATION

• THE DEAN'S RECOMMENDATION IS NOT A "RUBBER STAMP".

• THE DEAN MUST WRITE A WRITTEN REPORT WITH HER RECOMMENDATION REGARDING TENURE AND PROMOTION WITH REASONS.

• THE DEAN MUST PROVIDE THE OUTCOME OF HER RECOMMENDATION TO THE CANDIDATE IN WRITING.
CONFIDENTIAL REPORTS

• IN GENERAL THE REPORTS INCLUDING THE DEAN'S REPORT, FACULTY STANDARDS REPORT AND OTHER WRITTEN REPORTS ARE CONSIDERED CONFIDENTIAL.

• CANDIDATES MAY REQUEST COPIES THROUGH OPEN RECORDS.
ADVISE FOR CANDIDATES

• BEGIN PLANNING FOR TENURE ON DAY 1
• ASK YOUR CHAIR OR DIRECTOR FOR COPIES OF COLLEGE DOCUMENTS
• READ FACULTY HANDBOOK AND P&T PROCEDURES. DON'T MAKE ASSUMPTIONS
• TALK TO THE DEAN OR ASSOCIATE DEAN IF YOU HAVE CONCERNS. IT IS OK TO ASK QUESTIONS ANY TIME!
RENEWABLE TERM FACULTY

• EACH COLLEGE AND DEPARTMENT MUST HAVE PROVOST APPROVED POLICIES FOR PROMOTION OF RANKED RENEWABLE TERM (RRT) FACULTY

• EXPECTATIONS MAY DIFFER FOR RRT FACULTY

• PROCESS follows similar flow except in promotion only cases the campus tenure committee is not involved.
EXPEDITED TENURE

• May be used when hiring with tenure
• Generally only applies when faculty already have tenure
• Units may specify what information beyond the application material is required. But material must include letters of recommendation and evidence of teaching effectiveness.