

Faculty Incentives and Rewards Working Group

Alternate Pathways to Promotion and Tenure: Draft for Discussion

05/20/16

- I. To Promotion from Tenured Associate Professor to Professor (Step One)
 - A. Via Administrative Service (Filed with the Faculty Senate, March 13, 2017)
 - B. Via Outstanding Contributions (Approved by the Faculty Senate, March 10, 2017)
- II. To Tenured Teaching Professor or Tenured Clinical Professor (Step Two)
 - A. Via Outstanding Achievement in One Mission Area
 1. Normal Pathway: There is no present “normal” pathway for this opportunity.
 2. Alternate Pathway (I): Based on the needs of the unit and with the approval of the Chairperson, Dean, and Provost, a Teaching Associate Professor or a Clinical Associate Professor could be considered for tenure upon promotion to Teaching Professor or Clinical Professor if the faculty member had been in the previous rank for at least five full years, during which time a memorandum of understanding allowing this option had been approved and was in place for the five years prior to consideration. The standard, for which metrics would be described in the memorandum of understanding, would require sustained “outstanding” contributions in one area, with at least reasonable contributions in the other area(s) assigned. “Outstanding” contributions would be a higher standard than “significant” contributions.” If promotion to Teaching Professor or Clinical Professor was achieved, this configuration would continue as the future basis for the Salary Enhancement for Continued Academic Achievement.