

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

For those who are or have been willing to serve in an administrative role and who may intend to have an administrative career, Academic Administrative Service as Department Chairperson, Assistant Dean, or Associate Dean (or the equivalent) for a normal term and executed at a high qualitative level may be interpreted as “extraordinary and extended service to the university” for purposes of promotion from Associate Professor to Professor, with the support of the Dean of the college or school.

The decision to seek this path for promotion would need to be approved by the Dean at a time that would allow at least three years in the administrative position. Thus, for example, the candidate could receive approval during the second year of a five-year term, with the first two years being considered retroactively. Other scenarios are possible. After the Dean’s approval, the candidate would be reviewed annually by the department review committee on administrative service as well as teaching and research. Upon completion of a “360 review” during the final year of the term, the results of which would lead to an unequivocal reappointment in that role, the candidate could be considered for promotion using academic administrative service as the basis for making a significant contribution in service. Normally, under such circumstances, significant contributions in teaching (or research) and reasonable contributions in research (or teaching) would also be expected. A memorandum of understanding delineating these expectations in greater detail would be prepared upon appointment to the administrative role or at the point of approval of the Dean to pursue this option. External reviews of service would be required. Documentation for these purposes should include annual goal statements and annual assessments of the achievement of the goals, prepared by the individual and validated by the Dean.

B. Via Outstanding Achievement in One Mission Area

1. Normal Pathway: Tenure-track faculty must make significant contributions in two of the three mission areas (normally teaching and research) during the tenure-track period in order to achieve tenure and promotion to Associate Professor. This requirement continues as a requirement for promotion to Professor unless a different pair of mission areas is approved by the Chairperson, Dean, and Provost.

2. Alternate Pathway: Based on the needs of the unit and with the approval of the Chairperson, Dean, and Provost, a tenured Associate Professor could be considered for promotion to Professor if the faculty member had been in rank for at least five full years, at which point a memorandum of understanding allowing this option was developed and was subsequently in place for an additional 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 “important” contributions in a second area and at least reasonable contributions in the third.

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“Outstanding” contributions would be a higher standard than “significant” contributions.” If promotion to Professor was achieved, this configuration could continue as the future basis for the Salary Enhancement for Continued Academic Achievement.

3. For these purposes, colleges and schools should develop standards for “outstanding” contributions and “important” contributions in each of the three mission areas.

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.

OR

2. Alternate Pathway (II): Based on the needs of the unit and with the approval of the Chairperson, Dean, and Provost, a Teaching Professor or a Clinical Professor could be considered for tenure if the faculty member had been in rank for at least five full years, if a memorandum of understanding allowing this option had been developed and had been in place for 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, and would parallel the standard expected for tenured faculty as described in Section I.B. above. If tenure was achieved, this configuration would continue as the basis for Salary Enhancement(s) for Continued Academic Achievement for which the faculty member was subsequently eligible.