CRC RESOLUTION: MODIFICATION OF FACULTY HANDBOOK 4.07 A.3.B, 3C, 6C:

CRITERIA FOR EARLY TENURE AND PROMOTION

Whereas, the language in the Faculty Handbook regarding early tenure and promotion is both imprecise and unclear with respect to criteria and expectations,

Be it resolved that, the Collegial Review Council recommends the following additions (in bold) be made to the Faculty Handbook:

4.07 Academic Tenure and Promotion

A. Overview of Tenure and Promotion

3. Probationary period

b. The probationary period provides time for tenure-track faculty to establish a record of academic achievement (in teaching, scholarship, and service) and to demonstrate potential for future productivity. It also allows the University to adjust faculty resources in accordance with institutional needs.

c. Faculty may negotiate a shorter probationary period at the time of hire. Alternatively, faculty **who have exceeded expectations and demonstrated evidence of significant and sustained contributions to the University in all three areas of teaching, scholarship and service, may apply for early consideration of tenure, only with**the endorsement of their department head and dean. Faculty who fail in their application for early tenure may reapply during the standard probationary period.

 6. Eligibility for promotion

b. Required years in rank for promotion.

 Tenured or tenure-track faculty must spend a minimum time in rank of five years. Exceptions may be made in cases where faculty **who have exceeded expectations and demonstrated evidence of significant and sustained contributions to the University in all three areas of teaching, scholarship and service, may apply for early consideration of promotion, only with** the endorsement of their department head and dean.