Tenure and Promotion Panel Discussion

Hosted by the Faculty Success Committee
April 8, 2021
Panel Members

- Professor Kyle McQuade, PhD
- Professor John Reece, PhD
- Associate Professor Brian Hosterman, PhD
- Associate Professor Eliot Jennings, PhD
- Associate Professor KyoungHwa Oh, MFA
- Associate Professor Elizabeth Sharp, PhD.
Section VI - Evaluation of Faculty for Reappointment, Tenure, Promotion and Post-tenure Review

Subsections:
- B. Academic Faculty Tenure Policy
- C. Faculty Promotion Policy.
Tenure Eligibility (VI(B)(2)(a))

- Full-time, tenure-track faculty holding any of the following ranks (p. VI-15):
  - Assistant professor
  - Associate professor
  - Professor.
Tenure-Track Period (VI(B)(2)(b-c))

- 6 consecutive academic years as full-time, tenure-track faculty under annual assignments (p. VI-15)
  - Up to 7 consecutive academic years allowed through spring 2022
- Years not included in the tenure-track period (p. VI-15):
  - Sabbatical leaves
  - Professional development leaves
  - Leaves without pay
  - Administrative leaves of one or more semesters
  - Employed as Administrators for one or more semesters
- No “credit for prior periods of employment” (p. VI-15).
Tenure Not Awarded (VI(B)(2)(d) & VI(B)(5))

- If not awarded tenure by the end of the 6th year, you will “not be eligible for additional Tenure-track assignment” (pp. VI-15-16)

- You may be offered a non-tenure-track faculty or other job position within the University (pp. VI-16)
  - If not offered, employment will terminate automatically at the end of the current employment assignment (p. VI-21).
Early Tenure (VI(B)(2)(e)(2-3))

- “Tenure-track Faculty members who have been rated Exceptional and/or Above Expectations performance across the General Evaluation Criteria may apply for early Tenure beginning their second Academic Year as Tenure-track Faculty” (p. VI-16)

- “Denials of ... early Tenure applications shall be final, unappealable and non-grievable. Unsuccessful early candidates may not reapply for early Tenure, but may reapply for Tenure during the [sixth] Tenure-track assignment” (p. VI-16).

- Note: The handbook mistakenly reads seventh.
Tenure Expectations (VI(B)(2)(f))

- “The most important responsibility of Faculty is teaching”
  (p. VI-17)
- “Advising, scholarship, and service also will be considered”
  (p. VI-17)
- “Performance and conduct during the entire Tenure-track period preceding the final decision on tenure will be considered”
  (p. VI-17).
# Tenure Calendar

**OFFICE OF ACADEMIC AFFAIRS**

**Tenure-Promotion Calendar -- 2020-2021**

**Note:** Unless indicated otherwise, items that fall on a weekend are due the following Monday.

For Faculty Senate and Curriculum Committee meeting dates, see the Faculty Senate web site.

<table>
<thead>
<tr>
<th>Date</th>
<th>Through</th>
<th>ITEM</th>
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<tbody>
<tr>
<td>Sep 1</td>
<td>Names of Dept representatives to University Tenure &amp; Promotion Committee (Dept Heads to VPAA)</td>
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<tr>
<td>Oct 1</td>
<td>Tenure applications submitted (applicants to Department Tenure &amp; Promotion Committee)</td>
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<tr>
<td>Oct 1</td>
<td>Tenure &amp;/or promotion materials prepared/submitted (applicants to Dept Heads)</td>
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<td>Oct 7</td>
<td>Department Heads poll faculty regarding tenure &amp;/or promotion for eligible faculty</td>
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<td>Oct 14</td>
<td>Department tenure/promotion poll results &amp; documentation (to AA for Campus-Wide Tenure/Promotion Cmte)</td>
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<td>Nov 15</td>
<td>Tenure/promotion review &amp; preparation of formal recommendation/comments (University-wide Committee to VPAA)</td>
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<td>Jan 5</td>
<td>Recommendations for tenure &amp;/or promotion (VPAA to President)</td>
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<td>Jan 24</td>
<td>Notice of Tenure applications not recommended by President (President to Applicant)</td>
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<td>Jan 31</td>
<td>Notification of decisions for promotions only (President to Applicants)</td>
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<td>Jan/Feb</td>
<td>Tenure applicants notified within 20 days following Trustee action</td>
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<td>May 1</td>
<td>Notification to probationary faculty of tenure &amp;/or promotion eligibility (Dept Heads to Faculty)</td>
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Overview of the Promotion Process (VI(C)(3)(a)(1-2))

- Assistant to Associate professor (including clinical and technical) (p. VI-23)
  - After 6 years as Assistant Professor
    - Apply in the fall semester of 6th year
  - Tenure not required

- Associate to Full Professor (including clinical and technical) (p. VI-24)
  - After 6 years as Associate Professor
    - Apply in the fall semester of 6th year
  - Tenure required.
Exceptions (VI-14(C)(3)(a)(3))

• “Early promotion to the associate professor or professor level for individual Faculty members may be recommended to and approved by the President” (p. VI-24).
Important Links

- Tenure and Promotion Forms
  - [https://www.coloradomesa.edu/academic-affairs/faculty/index.html](https://www.coloradomesa.edu/academic-affairs/faculty/index.html)

- Professional Personnel Employment Handbook
  - [https://www.coloradomesa.edu/human-resources/ppeh_final-approved-100319_complete-handbook-eff-010120.pdf](https://www.coloradomesa.edu/human-resources/ppeh_final-approved-100319_complete-handbook-eff-010120.pdf)

- Tenure-Promotion Calendar
  - [https://www.coloradomesa.edu/academic-affairs/faculty/calendars/20-21-tenure-promotion-calendar.pdf](https://www.coloradomesa.edu/academic-affairs/faculty/calendars/20-21-tenure-promotion-calendar.pdf)