

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.

Professional Personnel Employment Handbook



COLORADO MESA UNIVERSITY
Professional Personnel Employment Handbook

Adopted: September 15, 2004
 Revisions: February 16, 2005
 April 20, 2005
 April 12 & May 22, 2006
 June 22, 2009
 January 25, 2012
 March 20, 2013
 March 19, 2014
 March 19, 2015
 March 10, 2016
 June 2, 2017
 May 24, 2018
 May 23, 2019
 January 1, 2020

- 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.

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

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>

○ Professional Personnel Employment Handbook

- 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>