

Policy Recommendation – AS 1310

APPOINTMENT, RETENTION, TENURE AND PROMOTION CRITERIA, STANDARDS AND PROCEDURES FOR PROBATIONARY AND TENURED FACULTY EMPLOYEES

Proposed		S98-8
<p>8. Promotion Performance Review</p> <p>8.1. Persons to be Reviewed for Promotion</p> <p>8.1.1. Most probationary faculty members shall be considered for promotion to associate professor at the same time they are considered for tenure.</p> <p>8.1.2. Probationary faculty shall not be promoted to the rank of professor.</p> <p>8.1.3. Tenured faculty members shall normally be reviewed for promotion during the fifth year in rank or upon reaching the maximum salary for a given rank/classification unless they request, in writing, not to be so reviewed.</p> <p>8.1.4. Upon application, a faculty member with an extraordinary record of accomplishments in rank may be promoted having spent four or fewer years in rank.</p> <p>8.2. Period of Review</p> <p>8.2.1. For promotion candidates, the period of review shall begin on the effective date of their last promotion or, if there has been no prior promotion, on the date of their initial appointment to tenure-track service and continue to the</p>	<p>The S98-8 language for persons to be reviewed was in several sections and has been consolidated here. The language has not been changed.</p> <p>S98-8 language From III. B.</p>	<p>8. VI. Promotion Performance Review</p> <p>8.1 Persons to be Reviewed for Promotion</p> <p>8.4.3. Most probationary faculty members shall be considered for promotion to associate professor at the same time they are considered for tenure.</p> <p>8.4.4. Probationary faculty shall not be promoted to the rank of professor.</p> <p>8.4.5. Tenured faculty members shall normally be reviewed for promotion during the fifth year in rank or upon reaching the maximum salary for a given rank/classification unless they request, in writing, not to be so reviewed.</p> <p>8.4.6. Upon application, a faculty member with an extraordinary record of accomplishments in rank may be promoted having spent four or fewer years in rank.</p> <p>8.2 Period of Review</p> <p>8.2.1.-B. For promotion candidates, the period of review shall begin on the effective date of their last promotion or, if there has been no prior promotion, on the date of their initial appointment to tenure-track service and continue to the time of the review.</p>

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<p>time of the review.</p> <p>8.3. Standards for Promotion Decisions</p> <p>8.3.1. Promotion to Associate Professor</p> <p>8.3.1.1. Associate professor is the second highest academic rank, and promotion to it normally requires tenure or the simultaneous award of tenure. The rank of associate professor presupposes that a faculty member has had considerable academic or professional experience and accomplishments during the probationary period.</p> <p>8.3.1.2. Promotion to associate professor requires a well-established, consistent pattern of good teaching and general effectiveness in academic assignment which normally should include contributions to collegial governance. Normally, a candidate for promotion to associate professor is expected to have contributed to the effectiveness of the department and/or college through curriculum development, advising, committee work or other appropriate service.</p>	<p>S98-8 language from V. B.2.</p>	<p>8.3 Standards for Promotion Decisions</p> <p>8.3.1 Promotion to Associate Professor</p> <p>8.3.1.1 Associate professor is the second highest academic rank, and promotion to it normally requires tenure or the simultaneous award of tenure. The rank of associate professor presupposes that a faculty member has had considerable academic or professional experience and accomplishments during the probationary period.</p> <p>8.3.1.2. Promotion to associate professor requires a well-established, consistent pattern of good teaching and general effectiveness in academic assignment which normally should include contributions to collegial governance. Normally, a candidate for promotion to associate professor is . Normally, a candidate for promotion to associate professor is expected to have contributed to the effectiveness of the department and/or college through curriculum development, advising, committee work or other appropriate service.</p> <p>8.3.1.3. In addition, there should be evidence that scholarly or artistic or professional activity is a</p>
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<p>8.3.1.3. In addition, there should be evidence that scholarly or artistic or professional activity is a continuing part of a faculty member's professional life. Although promotion to associate professor does not require the extent of scholarly or artistic or professional contributions expected for the rank of professor it does require demonstrable achievement or contribution to the candidate's discipline or professional community as well as to the mission of the university. Professional contributions should demonstrate the development of a candidate's potential for leadership in his or her professional community, or other valuable contributions to the profession. Similarly, a candidate's scholarly or artistic achievements should exhibit qualities of intellectual, artistic or professional competence and the promise of continuing development and growth on the part of the faculty member.</p> <p>8.3.2. Promotion to Professor</p> <p>8.3.2.1. The rank of professor is the</p>	<p>From V.B.3 Note: First sentence moved to 8.2.1.</p>	<p>continuing part of a faculty member's professional life. Although promotion to associate professor does not require the extent of scholarly or artistic or professional contributions expected for the rank of professor it does require demonstrable achievement or contribution to the candidate's discipline or professional community as well as to the mission of the university. Professional contributions should demonstrate the development of a candidate's potential for leadership in his or her professional community, or other valuable contributions to the profession. Similarly, a candidate's scholarly or artistic achievements should exhibit qualities of intellectual, artistic or professional competence and the promise of continuing development and growth on the part of the faculty member.</p> <p>8.3.2 3- Promotion to Professor 8.3.2.1. Probationary faculty shall not be</p>
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<p>highest academic rank and should represent potential realized and genuine achievement. The period of review shall be the period since a faculty member's last promotion or, in the case of those appointed at the associate professor rank, since appointment to probationary status. A comprehensive vita should, however, be included in the dossier to indicate earlier achievement.</p> <p>8.3.2.2.Promotion to professor requires a continuing pattern of good teaching and, normally, increasing effectiveness in the other aspects of academic assignment; for example, significant contributions to university collegial governance or other appropriate service. Candidates for promotion to full professor should show evidence of having assumed a degree of responsibility at the departmental and/or college level for such things as curriculum, student advising, mentoring of junior faculty, and leadership roles in committee</p>		<p>promoted to the rank of professor. The rank of professor is the highest academic rank and should represent potential realized and genuine achievement. The period of review shall be the period since a faculty member's last promotion or, in the case of those appointed at the associate professor rank, since appointment to probationary status. A comprehensive vita should, however, be included in the dossier to indicate earlier achievement.</p> <p>8.3.2.2. Promotion to professor requires a continuing pattern of good teaching and, normally, increasing effectiveness in the other aspects of academic assignment; for example, significant contributions to university collegial governance or other appropriate service. Candidates for promotion to full professor should show evidence of having assumed a degree of responsibility at the departmental and/or college level for such things as curriculum, student advising, mentoring of junior faculty, and leadership roles in committee work. Normally, competent university-wide service is also expected for promotion to full professor. Such service may include membership on university search and review committees,</p>
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<p>work. Normally, competent university-wide service is also expected for promotion to full professor. Such service may include membership on university search and review committees, the Academic Senate and its policy and operating committees, special agencies, and other documented service activities that focus on the whole university, including Statewide governance, curriculum, and faculty collective bargaining organizations. As with other expected accomplishments in this policy, a holistic evaluation should be done, so that faculty with extensive responsibilities for service at the departmental and/or college level should not be expected to contribute as much at the university-wide level.</p> <p>8.3.2.3. In addition, it is expected that candidates for promotion to professor will present evidence of substantial achievement and of continuing activity in their profession, either through scholarly or artistic or</p>	<p>Note: that the University Committee is now involved with Promotion as it was in the past. S98 from V.A.1.</p>	<p>the Academic Senate and its policy and operating committees, special agencies, and other documented service activities that focus on the whole university, including Statewide governance, curriculum, and faculty collective bargaining organizations. As with other expected accomplishments in this policy, a holistic evaluation should be done, so that faculty with extensive responsibilities for service at the departmental and/or college level should not be expected to contribute as much at the university-wide level.</p> <p>8.3.2.3. In addition, it is expected that candidates for promotion to professor will present evidence of substantial achievement and of continuing activity in their profession, either through scholarly or artistic or professional contributions in their field, or through leadership in their professional communities.</p>
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<p>professional contributions in their field, or through leadership in their professional communities.</p> <p>8.4. Procedures for Promotion Decisions</p> <p>8.4.1. The performance reviews shall be conducted by department, college and, when appropriate, university committees and administrators, whose respective roles and qualifications are specified in Section 9.</p> <p>8.4.2. Procedures for promotion will be the same as for retention and tenure.</p>		<p>8.4 Procedures for Promotion Decisions</p> <p>8.4.1 These performance reviews shall be conducted by department, college and, when appropriate, university committees and administrators, whose respective roles and qualifications are specified elsewhere in this document Section 9.</p> <p>8.4.2. Procedures for promotion will be the same as for retention and tenure. with the following exceptions:</p>
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