



College	College of Health Solutions	
Unit	N/A	
Document	Tenure Guidelines for Faculty	
Approved by the faculty		Date:
Reviewed by the dean		Date:

Provost office approval

Vice Provost for Academic Personnel	Date

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Tenure Guidelines for Faculty

In considering tenure cases, the College is guided in large part by the definitions, policies, and procedures described in the Academic Affairs Manual (ACD 506-04: Tenure). Unit administrators, personnel committees, and tenure candidates are encouraged to consult the ACD manual prior to and throughout the tenure review process in order to develop a clear understanding of the policy and processes.

The College is also guided by specific tenure criteria as articulated by each academic unit. Each academic unit must have criteria that specify metrics for excellence in the unit's field(s). The College requires evidence of demonstrated excellence in teaching, research, and service as those relate to the unit's and college's current and future missions and goals; the College also requires evidence of the promise of continued excellence (i.e., the upward trajectory).

Promotion Guidelines for Faculty

In considering promotion cases, the College is guided in large part by the definitions, policies, and procedures described in the Academic Affairs Manual (ACD 506-05: Faculty Promotion). Unit administrators, personnel committees, and promotion candidates are encouraged to consult the ACD manual prior to and throughout the promotion review process in order to develop a clear understanding of the policy and processes. The policy has distinct sections for both tenured/tenure-eligible faculty and faculty with fixed-term (non-tenure eligible) appointments.

- **Promotion of Tenured/Tenure-Eligible Faculty**

In addition to the expectations and requirements within ACD 506-05: Faculty Promotion, the College is guided by specific promotion criteria as articulated by each academic unit. Each academic unit must have criteria that specify metrics for excellence in the unit's field(s).

In considering candidates for promotion to Associate Professor, the College requires evidence of demonstrated excellence in teaching, research, and service as those relate to the unit's and college's current and future missions and goals; the College also requires evidence of the promise of continued excellence (i.e., the upward trajectory). Consistent with university policy, candidates for promotion to Associate Professor must be evaluated for tenure no later than the date indicated in the original offer letter or date amended by an authorized probationary period extension.

In considering candidates for promotion to Professor, the College requires evidence of demonstrated and sustained excellence at national and/or international levels relative to the unit's and college's current and future missions and goals. There is no prescribed timeline for promotion from Associate Professor to Professor.

- **Promotion for Fixed-Term Faculty**

In addition to the expectations and requirements within ACD 506-05: Faculty Promotion, the College is guided by specific promotion criteria as articulated by each unit. Due to the

differences in types of work performed by faculty with fixed-term appointments, academic units must clearly define the criteria for promotion to each rank.

While guided in large part by unit and university criteria, the College also requires evidence of a demonstrated and sustained record of excellence for all fixed-term faculty members seeking promotion. Demonstrated excellence must exceed the criteria for the candidate's current rank. Evidence of exceeding criteria might include: a record of demonstrated accomplishment and sustained successful innovation in teaching, research, or service; a record of demonstrated accomplishment and sustained successful leadership in program or curriculum development beyond current job expectations.

The College expects that candidates for promotion to Associate rank for professors of practice, clinical faculty, and research faculty, as well as candidates for promotion to Senior Lecturer, will typically have a minimum of five years of experience at rank. The College expects that candidates for promotion to Professor for professors of practice, clinical faculty, and research faculty, as well as candidates for promotion to Principal Lecturer, will typically have a minimum of seven years of experience at rank.

Promotions Guidelines for Academic Professionals

In considering promotion cases, the College is guided in large part by the definitions, policies, and procedures described in the Academic Affairs Manual (ACD 507-07: Academic Professional Promotion). Unit administrators, personnel committees, and promotion candidates are encouraged to consult the ACD manual prior to and throughout the promotion review process in order to develop a clear understanding of the policy and processes.

In addition to the expectations and requirements within ACD 507-07: Academic Professional Promotion, the College is guided by specific promotion criteria as articulated by the unit. The unit must have criteria that specify metrics for excellence in the unit's program(s). While guided in large part by unit and university criteria, the College requires evidence of a demonstrated and sustained record of excellence for all academic professionals seeking promotion. Demonstrated excellence must exceed the criteria for the candidate's current rank. Evidence of exceeding criteria might include: a record of demonstrated accomplishment and sustained successful innovation in teaching, research, or service; demonstrated accomplishment and successful leadership in program or curriculum development beyond current job expectations.

The College expects that candidates for promotion to Associate rank will typically have a minimum of five years of experience at rank. The College expects that candidates for promotion to Professor/Senior rank will typically have a minimum of seven years of experience at rank.

Multi-Year Contract Renewals for Non-tenure Eligible Faculty and Academic Professionals

In considering contract renewal cases, the College is guided in large part by the definitions, policies, and procedures described in the Academic Affairs Manual (ACD 507-04: Multiple-Year Appointments). Faculty and Academic Professionals should meet criteria for annual evaluations and any additional criteria as articulated by the unit.