

Statement on Expectations for Tenure and Promotion

Faculty should not be hired into tenure-track positions unless they hold the terminal degree standard for the discipline or possess significant, relevant, equivalent, professional experience in the field as defined by the academic units within a college. Equivalent professional experience substituting for a terminal degree must be assessed on a case by case basis by the dean and approved by the provost at the time of hire. The agreed upon definition of “terminal degree” will prevail through the candidate’s tenure review.

The offer letter to a successful candidate at the time of hire must state that the expectations for tenure and the college norms for promotion can evolve.

TENURE: If the established college norms for tenure change during a tenure-track faculty member’s probationary period, the faculty member affected by the change will have reasonable opportunity to satisfy the new norms if he/she so desires.

PROMOTION: If new college norms are established for promotion (e.g., norms for scholarship, undergraduate teaching, student advising/mentoring, etc.), all faculty will be expected to meet these norms for promotion in rank.