

2020-21 Calendar

Application for Tenure, Promotion to Associate Professor, and Promotion to Full Professor

College of Arts and Sciences, duPont-Ball Library, School of Business Administration, and School of Music

The following due dates and procedures for the review of faculty applying for tenure and/or promotion apply to all candidates in the College of Arts and Sciences, duPont-Ball Library, School of Business Administration, and School of Music. For questions about procedure or process, please contact the department chair. Note that in this document, “Chair” refers to the chair of the department-level review, recognizing that the chair may be the Department Chair (CAS and SoBA), Associate Dean (Library and SoM), or, in cases where an ad hoc committee has been formed, a designated chair of the department-level review other than the Department Chair or Associate Dean. Recognizing that disruption due to COVID-19 may be particularly damaging to pre-tenure, tenure-track faculty, the university will offer all pre-tenure faculty who have not yet applied for tenure the option of extending their tenure clock by one year.

~~March 13~~ Apr. 24 Faculty planning to apply for tenure and/or promotion should notify their Chair and Dean of their intent to apply during the 2020-21 review year. This deadline also applies to faculty who were given an option to apply early for tenure and/or promotion in their initial letter of appointment.
(postponed due to Sp. 2020 circumstances)

April University Promotion and Tenure Committee meets with College, School, Library, & Departmental committees, Chairs, and all interested persons.

May 11 Candidates for promotion to Professor submit the names to chairs of 4-5 potential external reviewers with whom he/she has no personal or professional ties. Chairs solicit two reviews from this list.

May 29 Candidates for promotion to Professor provide Chairs with a portfolio of scholarship/creative activity to be shared with external reviewers.

Aug. 1 Pre-tenure faculty scheduled to apply for tenure in fall 2020 must notify their dean, in writing, if they intend to accept the one-year extension to their tenure clock.

Aug. 28 Deadline provided to external reviewers for submission of external review letters. After the receipt of each letter, the Chair should process honorarium payments to each external reviewer.

Sept. 2 **16** Candidates for tenure, promotion to Associate Professor, and promotion to Professor submit T/P portfolios to their Chair. Chairs make the portfolio(s) available to tenured and any ad-hoc members of the departmental-level review. The Chair will coordinate at least one meeting for faculty colleagues involved in the process to discuss the candidate’s portfolio and progress toward meeting the standards for tenure and/or promotion. Chairs should add external review letters to the confidential section of the portfolio.

- ~~Sept. 21~~ **Oct. 5** Department-level review colleagues submit T/P evaluation letters to the Chair. Letters evaluate the candidate with explicit reference to University and Divisional standards. These letters are not shared with the candidate or other members of the department-level review. Additionally, chairs write their own personal letter of evaluation that is not shared with the candidate.
- Oct. 2 16** Chairs submit T/P portfolios and Chair letters and all evaluative letters written by members of the Department-level review to the Dean. Chair letters should summarize the department-level review colleague letters and make explicit reference to University and Divisional standards. Please note: in accordance with the tenure and promotion policy passed in spring 2018, the chair summary letter will be shared with the candidate, by the chair, on or before this date.
- Oct. 6 19** Portfolios are forwarded to the College/School/Library T&P Committees. Prior to forwarding the portfolios, the Dean will add any Chair and Dean summary letters, and applicable candidate responses, for candidates seeking tenure who had pre-tenure reviews.
- ~~Oct. 26-Oct. 29~~ **Nov 9 – 12** Dean of the College/School/Library meets with the College/School/Library T&P Committee to review the process prior to the final written recommendation of the College/School/Library T&P Committee.
- ~~Oct. 30~~ **Nov 13** The College/School/Library T&P Committees forward evaluations and recommendations to the Dean. The Dean has the option of meeting with candidates at this stage to discuss the status of their candidacy. **Additionally, the portfolios and letters (except for the dean's letter and optional candidate response) become available to the University Tenure and Promotion Committee.**
- ~~Nov. 30-Dec. 4~~ **Dec 14 – 18** The Dean shares the College/School/Library evaluation and recommendation letter and the Dean's evaluation and recommendation letter with each candidate. Candidates may opt to respond in writing to perceived factual error. Written response is not an appeal. Any written response by the candidate will accompany the portfolio through the rest of the process. Written responses are due to the dean within 5 business days of receiving the college, school, or library written recommendation.
- Dec. 8 21** ~~The Dean forwards his/her evaluation and recommendation letter, along with the College/School/Library T&P Committee evaluation and recommendation letter, applicable (optional) candidate response, and T/P portfolios to the Office of Academic Affairs. Academic Affairs makes the materials available for review by members of the University Tenure and Promotion Committee.~~ **The Dean's evaluation and recommendation letter, along with any applicable (optional) candidate response is forwarded to the Office of Academic Affairs. Academic Affairs makes those additional materials available for review by members of the University Tenure and Promotion Committee.**
- Dec. 31** Pre-tenure faculty scheduled to apply for tenure in fall 2021 or later must notify their dean, in writing, if they intend to accept the one-year extension to their tenure clock.
- Feb. 9-11** The Provost meets with the University Tenure and Promotion Committee to review the process and decisions prior to the written recommendation of the University Tenure and Promotion Committee.

- Feb. 15 The Provost, on behalf of the University Tenure and Promotion Committee, shares the committee's evaluation and recommendation letter with the candidate, and forwards its evaluation and recommendation letter to the President.
- Feb. 16-19 The Provost, in consultation with the Dean and Chair, meets with any candidates who are not recommended for tenure and/or promotion.
- March 9 The Provost forwards her/his recommendations, along with candidates' portfolios, to the President.
- March 15 The President informs candidates of the decisions. Letters from the President will be mailed to candidates' home addresses by this date.
- March – April The University Tenure and Promotion Committee solicits feedback on the policy and process from all involved and provides a summary to the Provost and the Faculty Senate Executive Committee.
- April – May The University Tenure and Promotion Committee will hold a session for Chairs who have tenure-track candidates, pre-tenure reviews, and/or candidates for promotion in the following year. Members of College/School/Library T&P Committees, Deans, and other interested persons are encouraged to attend.