

PROMOTION POLICY AND PROCESS FREQUENTLY ASKED QUESTIONS (FAQS)

1. When does promotion (and tenure) take effect? If tenure/promotion is granted to a continuing faculty member, the status change takes place on the day of notification of promotion (tenure) although any salary adjustment will take place in the normal notification process, unless specified otherwise in writing. Faculty from other institutions will have their tenure and rank status begin on the first day of the SU appointment.

2. With the adoption of this new policy, will the connection between tenure and promotion to associate professor be retroactive for individuals who have been tenured and not promoted to associate rank in the past? No. For those who have cases of appeal pending in AFTPE or A&P for the Academic Year 2014-15, those cases may proceed in the normal fashion. Faculty members who have not already reapplied for promotion consideration during 2014-15 will be permitted to reapply for promotion through the new process in 2015-2016.

3. Should votes for tenure and promotion to associate professor be taken separately at the departmental, school and/or college levels? One process should be undertaken for Promotion to Associate Professor with Tenure resulting in a single vote at each relevant level of review, including transmission of the record for the recommendation of the dean and, ultimately, to the Provost for his/her recommendation to the Chancellor and the Board of Trustees.

4. What is the role in promotion of the Senate Committee on Appointments and Promotions? The Committee will be the review body regarding procedural grievances during tenure and promotion processes. The Committee will continue to monitor changes in the bylaws of departments, schools, and colleges. The Committee will not review or transmit promotion cases.

5. If a candidate has a tenure clock stoppage, is the promotion clock stopped as well? There is no clock for promotion and there is no longer a prescribed time for tenure and promotion to associate professor since a candidate can request consideration for tenure and promotion to associate professor at any time within six years of credited service at SU. The granting of a tenure clock stoppage will take that year out of consideration as a credited year for tenure and promotion to associate professor, as is the most common practice now.

6. What process will be used for candidates for promotion to Full Professor who have already submitted their documentation for promotion in the Academic Year 2014-2015?

The new process described in Faculty Manual 2.2 and following will be used for promotion cases already accepted for review in 2014-2015. Those cases that are already in progress at the department or school/college level should proceed with the difference of the following steps to be taken after the school/college votes: the dean will add his/her evaluations and submit the full dossiers to the Vice Chancellor and Provost for recommendation to the Chancellor and the Board of Trustees

7. What process will be used for candidates for promotion to Associate Professor (without tenure) who have already submitted their documentation for promotion in the Academic Year 2014-15? For this academic year only, those cases that are already in progress at the department or school/college level should proceed with the difference of the following steps to be taken after the school/college votes: the dean will add his/her evaluations and submit the full dossiers to the Vice Chancellor and Provost for recommendation to the Chancellor and the Board of Trustees

Beginning in 2015-2016, applications for promotion to associate professor, post initial appointment, that do not accompany an application for tenure will not be considered independently.

8. Will the University-level committee recommended by the Board be working with the Provost this year? How will membership on that committee be determined? The determination of the composition of the University committee will be the subject of consideration during 2014-15 Academic Year. During this year, the promotion process participants will mirror those in the tenure process as it has been carried out before this year.