

2.2.8.2 Timing of Promotion Review for Tenured Associate Professors

(1) PROPOSED NEW TEXT

2.2.8 Promotion - General Provisions

2.2.8.2 Ninth-Year Promotion Review for Tenured Associate Professors (October 7, 2025)

A tenured associate professor may be considered for promotion in any year in rank.

Prior to their ninth year in rank, the associate professor has the right to request consideration for promotion by submitting written notification to the dean through the department chair, and to the provost, whereupon the department will then conduct a formal review for promotion to full professor in accordance with the process outlined in section 2.2.9.

In the absence of a request for consideration, the faculty member will be reviewed formally for promotion to full professor (in accordance with the process outlined in section 2.2.9) no later than their ninth year in rank unless the faculty member exercises their right to postpone a scheduled review by submitting written notification to the dean through the department chair, and to the provost.

Faculty members who postpone their ninth-year promotion review may, in any subsequent year, exercise their right to request consideration for promotion, whereupon the department will then conduct a formal review for promotion in accordance with the process outlined in section 2.2.9.

(2) PROPOSED NEW TEXT WITH MARKUP

2.2.8 Promotion - General Provisions

2.2.8.2 Ninth-Year Promotion Review for Tenured Associate Professors (October 7, 2025)

A tenured associate professor may be considered for promotion in any year in rank.

Prior to their ninth year in rank, the associate professor has the right to request consideration for promotion by submitting written notification to the dean through the department chair, and to the provost, whereupon the department will then conduct a

formal review for promotion to full professor in accordance with the process outlined in section 2.2.9.

In the absence of a request for consideration, the faculty member will be reviewed formally for promotion to full professor (in accordance with the process outlined in section 2.2.9) no later than their ninth year in rank unless the faculty member exercises their right to postpone a scheduled review by submitting written notification to the dean through the department chair, and to the provost.

Faculty members who postpone their ninth-year promotion review may, in any subsequent year, exercise their right to request consideration for promotion, whereupon the department will then conduct a formal review for promotion in accordance with the process outlined in section 2.2.9.

~~A tenured associate professor will be considered for promotion in any year in which they request a formal review. They will be reviewed formally for promotion to full professor (see section 2.2.9) no later than their ninth year in rank. Thereafter, the individual will be considered for promotion in any year in which they request a formal review, but not less often than every nine years. A tenured associate professor may postpone a scheduled required promotion review for one to three years by submitting written notification to the dean through the department chair, and to the provost.~~

(3) ORIGINAL TEXT

2.2.8 Promotion - General Provisions

2.2.8.2 Ninth-Year Promotion Review for Tenured Associate Professors

A tenured associate professor will be considered for promotion in any year in which they request a formal review. They will be reviewed formally for promotion to full professor (see section 2.2.9) no later than their ninth year in rank. Thereafter, the individual will be considered for promotion in any year in which they request a formal review, but not less often than every nine years. A tenured associate professor may postpone a scheduled required promotion review for one to three years by submitting written notification to the dean through the department chair, and to the provost.

(4) EXPLANATION FOR NEEDED CHANGE

The current text is confusing regarding the timing of promotion reviews. Most concerning, it has led some to believe that the 9th year is the last year an Associate

Professor can come up for promotion to Full, and that after that, they can no longer be considered for promotion.

(5) EXPLANATION FOR WHY CHANGE ADDRESSES ISSUE

The new text clarifies that an Associate Professor can be considered for promotion to Full at any time they wish—before, at, or after the 9-year mark. But the university will automatically initiate a promotion review in year 9 (unless the faculty member requests to delay it) in order to ensure that faculty members don't slip through the cracks.

(6) PROPOSAL HISTORY

- Larry Snyder (DPFA): proposed revision

(7) PROPOSED IMPLEMENTATION DATE

First read November 2025, second read December 2025, full faculty vote spring 2026, BoT May 2026.

(8) IMPACTS ON OTHER PARTS OF R&P

None.