



MU Policy Library & CEC Governance

FACULTY PROMOTION AND TENURE

IFSAM Meeting

February 6, 2019

IFSAM Meeting (Feb. 6, 2019)

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Evaluation, Promotion, and Tenure of the Faculty



University Policy Library | Employees | Faculty | Evaluation, Promotion, and Tenure of the Faculty

Evaluation of Members of the Faculty

This policy governs the frequency and purpose of evaluation; the annual report of professional activities; annual evaluation of faculty; annual evaluation of probationary members of the faculty; and provides for formative promotion evaluations.

Statement on the Evaluation of Teaching

This policy governs the evaluation of teaching, requires departments to adopt a teaching evaluation plan and encourages the use of multiple measures of teaching effectiveness.

Tenure and Promotion

This policy establishes the purpose of and governs eligibility for tenure and promotion.

Annual Review of Probationary Members of the Faculty

The policy requires and governs the process for annual reviews of probationary (tenure eligible) members of the faculty.

<https://miamioh.edu/policy-library/employees/faculty/evaluation-promotion-tenure-faculty/index.html>

IFSAM Meeting (Feb. 6, 2019)

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Tenure and Time

This policy establishes: a six year probationary period for tenure eligible faculty; grounds for credit toward the probationary period; and grounds for extending the probationary period. It also provides that in unusual circumstances the President, upon recommendation of the department, the department chair, the program director (when appropriate), the Dean of the Regional Campuses (when appropriate), the dean, and the Provost, may waive the probationary period and recommend tenure for a person being appointed to the rank of Associate Professor or Professor.

Criteria for Tenure

This policy establishes the criteria for the award of tenure.

Definitions

This policy defines and elaborates the criteria for tenure.

The Tenure and Promotion Process

This policy governs the tenure and promotion process for tenure eligible and tenured faculty. f

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Rights of a Candidate Who Has Received a Negative Recommendation or Been Denied Tenure or Promotion

This policy governs the process and deadlines for the reconsideration and appeal rights of persons who have received a negative recommendation for or been denied tenure. It also authorizes the President, in extraordinary circumstances, to issue a Presidential Directive that the person be considered for tenure the following year.

Failure to Attain Tenure

This policy established the end of appointment for those who are not granted tenure.

Affiliate

This policy governs the award of affiliate status. The Affiliate title is ordinarily used to recognize specific contributions on the part of the faculty member in teaching, and/or research, and/or service to a second department or interdepartmental program.

Nontenure-Eligible Faculty Positions

This policy establishes the maximum number of and the qualifications and ranks for nontenure eligible faculty appointments.

<https://miamioh.edu/policy-library/employees/faculty/evaluation-promotion-tenure-faculty/index.html>

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CEC GOVERNANCE DOCUMENT

CEC PROMOTION AND TENURE ADVISORY COUNCIL

The purpose of the council is to provide advice to the dean about the strengths and weaknesses of promotion and tenure candidates. The council provides consistent and independent assessment of candidates according to the MUPIM promotion and tenure criteria. The chair of the council is the associate dean, and the remaining membership consists of the chair from each department.

Tenure-track regional campus faculty members in appointment prior to *July 1, 2013* have the choice to pursue tenure and/or promotion within their academic division at the regional locations or within their original academic divisional home. Regional campus faculty members granted tenure prior to *July 1, 2013* have the choice to either hold their tenure and pursue future promotion within their academic division at the regional locations or to keep their tenure and pursue future promotion within their original academic divisional home. Tenured and tenure-track regional campus faculty members in appointment after *July 1, 2013* can only pursue tenure and/or promotion within their academic division at the regional locations.

The candidates are discussed individually, no votes are taken, and the sense of all comments including any consensus is communicated verbally to the dean by the members of the committee. In assessing promotion candidates, members of the council whose academic rank is below the target rank of the candidate are excluded from the discussions. For candidates from the regional campus who are eligible to pursue tenure and/or promotion within their original academic division and choose to do so, the chair of their regional department should be a member of the Promotion and Tenure Advisory Council

<https://miamioh.edu/cec/faculty-staff/governance-doc-2015/>

IFSAM Meeting (Feb. 6, 2019)