

## **Regulations governing transition to new promotion and tenure system**

The new tenure system will become effective July 1, 2004. Current faculty below the rank of Professor will be given one or more options, according to their rank and number of years in that rank. Department Chairs will be responsible for providing untenured faculty guidance and advice in deciding whether to move to the new system. For those faculty who choose the new system, the transition will be implemented over a two year period, from July 1, 2004 until June 30, 2006.

### *Current Assistant Professors:*

By July 1, 2005, Assistant Professors must declare whether they wish to follow the old or the new system. For faculty members choosing to remain in the old, their tenure clock will be unaffected. After July 1, 2005, these faculty will be eligible to convert from the old to the new system *only* by written appeal of the department Chair to the Dean, which the Dean may grant in exceptional circumstances. No such conversion may occur without the faculty member's consent. For faculty members who convert to the new system the decision is irrevocable, and their tenure clock will be recalibrated from the time of their original appointment according to the new rules.

Assistant Professors whose sixth year of appointment starts July 1, 2004 will have to decide whether to (i) immediately seek promotion to untenured Associate Professor under the old system; (ii) immediately seek promotion to tenured Associate Professor under the new system; or (iii) wait one additional year and seek promotion to tenured Associate Professor under the new system. To guide these candidates in making this decision, by October 31, 2004 their departments shall conduct an Interim Review and provide them with a written summary. For Assistant Professors whose fourth or fifth year of appointment starts July 1, 2005, the department shall complete the Interim Review by May 15, 2005 unless the faculty member chooses a course of action before that time.

Assistant Professors whose seventh year of appointment starts July 1, 2004, and who have been notified by July 1, 2004 that they are not to be reappointed, are ineligible to transfer to the new system.

### *Current Associate Professors without tenure:*

Associate Professors whose third or higher year of appointment at that rank starts July 1, 2004 are ineligible to transfer to the new system. Usually, they will be considered for tenure at the promotion to Professor, which under the old system will be resolved no later than the end of the transition period, June 30, 2006. If, because of an early promotion or having received an extension of the tenure clock, such an Associate Professor would not under the old system have his or her tenure resolved by June 30, 2006, he or she may appeal to the Dean to convert to the new system.

Associate Professors whose first or second year of appointment at that rank starts July 1, 2004 must, by July 1, 2005, declare whether they wish to follow the old or the new system. For faculty members choosing to remain in the old system, their tenure clock will be unaffected, but they will be ineligible for tenure until promotion to Professor. After July 1, 2005, these faculty will be eligible to convert from the old to the new system *only* by written appeal of the department Chair to the Dean, which the Dean may grant in exceptional circumstances. No such conversion may occur without the faculty member's consent.

For faculty choosing to convert to the new system, if the department makes a positive recommendation for the conferral of tenure, the ad hoc committee that evaluated the original appointment to or promotion to Associate Professor will be convened (without the departmental representative) to reconsider that appointment or promotion as one to Associate Professor with tenure. In most cases, the ad hoc committee will gather additional information before making a recommendation, by contacting the original referees again and/or by soliciting new letters. If the ad hoc committee chooses to solicit new letters, the new referees should be chosen in consultation with the former departmental representative, who shall function as the departmental liaison. This recommendation will then be forwarded to the Academic Council. If the reconsideration is unsuccessful, the faculty member will be asked to leave the University after a single further terminal year. If the promotion is successful, the candidate will subsequently be eligible for promotion to Professor according to the rules of the new system, where only the years as tenured Associate Professor count toward that clock. The Academic Council will resolve all requests for reconsideration by July 1, 2006.

*Current Associate Professors with tenure:* These faculty will be eligible for promotion to Professor according to the rules of the new system, where only the years as tenured Associate Professor count toward the promotion clock.

Academic Council approved on June 2, 2004.