

**DRAFT**

**Process Notes:**

- Criteria were developed using language in the CBA and existing P&T criteria for tenure-track faculty.
- The first bullet for both promotion to associate and full professor is focused on research – as this is the primary responsibility of senior research faculty. The verbiage aligns with the research specific promotional criteria for tenure line faculty.
- In our research we learned that some professor (senior research) faculty have a small amount of FTE (typically 5 or 10%) allocated towards teaching, advising, and/or service. Responsibilities and FTE vary across individuals and units.
- The second bullet for both promotion to associate and full professor acknowledges this variance in responsibilities and provides space for faculty to be evaluated according to the type(s) and amount of teaching, advising and service outlined in their PD.

**Promotional Criteria for Professor (Senior Research) Rank, Proposed text (revised 4/10/23):**

Used for academic faculty appointments with primary duties in scholarship, including developing and conducting research and securing grant, contract, and other funds. Professor (Senior Research) appointments have principal responsibilities related to scholarly research. Effective September 16, 2021, ranks are Assistant Professor (Senior Research), Associate Professor (Senior Research), and Full Professor (Senior Research).

Eligibility for Promotion: Bargaining unit members in the Fixed-Term classification are not eligible for indefinite tenure but are eligible for promotion within their category. Unless granted credit for prior service, bargaining unit members in the Fixed-Term Professorial categories are eligible for promotion when both of the following conditions are met: at least six years have elapsed since their initial hire date or last promotion, and they have accumulated a minimum of 4.5 FTE years in service since their initial hire date or last promotion.

Use these Fixed-term eligibility calculators for [Academic Year \(9-month\)](#) faculty or [Fiscal Year \(12-month\)](#) faculty.

Effectiveness in conducting and disseminating research are essential criteria for appointment or advancement. Evidence of effectiveness is dependent on discipline and job responsibilities. In all cases, promotion is granted for achievement, not for years in rank, and should be based on accomplishments and excellence in the duties described in the employee's position description. All dossiers should also include evidence of contributions to the university's diversity, equity, and inclusion goals.

Promotion to the rank of Associate Professor (Senior Research), is based upon evidence of the candidate's:

- achievement in scholarship and creative activity that establishes the individual as a significant contributor to the field or profession, with potential for distinction; and
- commensurate with FTE allocation, demonstrated effectiveness in teaching, advising, service, and/or other assigned duties.

Promotion to the rank of Full Professor (Senior Research), is based upon evidence of the candidate's:

- distinction in scholarship, as evident in the candidate's wide recognition and significant

contributions to the field or profession; and

- commensurate with FTE allocation, sustained effectiveness in teaching, advising, service, and/or other assigned duties.

At each promotion juncture, fixed-term faculty who have achieved promotion in rank are eligible for multi-year contracts. For further information, see the [Academic Appointment Guidelines](#).