

Suggested Rewrite of Section V. V. B. of the Faculty Handbook (pages 100-101)

Proposed by the Tenure and Promotion Process Review Committee
12/8/2011)

This is the currently existing version.

B. Promotion for the Professorial Ranks

The professorial ranks are typically linked to the different stages of career development and accomplishment for University faculty. Faculty members at the different stages of an academic career tend to have different levels of experience, expertise, accomplishment, effectiveness, and productivity. They also tend to have different opportunities for contribution, leadership, and mentorship. Consequently, KSU's general expectations for faculty performance and for promotion in rank differ from one experience level and rank to the next in keeping with the typical patterns of career development for University faculty.

Experience is correlated with professorial rank, but years of service or successful annual reviews alone are not sufficient to qualify for a promotion in rank. When a faculty member's experience, accomplishments, and career development evolve to the point where expectations applicable to the beginning level of the next highest rank are being met, the faculty member can make a strong case for promotion. A decision of promotion will result from a thorough review of a faculty member's accomplishments and contributions to the University by KSU teaching and administrative faculty colleagues. This review is accomplished in consideration of one's situational context and in relation to one's stage of academic career development.

~~At KSU, instructors must be reviewed and recommended for promotion to assistant professor in their sixth full academic year of service at KSU or be given a terminal employment contract in their seventh year. Instructors who do not have the terminal degree are not eligible for an early elective review for promotion to assistant professor. Faculty members serving in tenure-track positions must be recommended for tenure before being considered for promotion (in all professorial ranks). Faculty can be concurrently reviewed for both promotion and tenure, but the awarding of promotion can only be approved after a positive decision on tenure has been made by the KSU president. The Board of Regents of the University of System of Georgia (4.5) requires a minimum of four full academic years of service at KSU (including the year of review) at the rank of assistant professor to be eligible for promotion to rank of associate professor and five full academic years of service at KSU (including the year of review) at the rank of associate professor to be eligible for promotion to the rank of professor.~~

~~**For Promotion to: Minimum Service in Rank** Associate Professor 4 years as Assistant Professor
Professor 5 years as Associate Professor~~

~~Since the earliest date faculty members without credit toward tenure are eligible for tenure is the fifth year at KSU, only faculty members with credit toward tenure can apply for promotion to associate professor during the fourth year. It should be noted here that there is no maximum time by which a faculty must be promoted to the next level. BOR policy (4.5) requires that strong justification should be provided for early promotion wherein the individual has served fewer than the minimum years in rank defined by BOR policy. At KSU, before a faculty member submits an~~

~~application for early promotion, the faculty member should seek guidance from the department chair, dean, and provost/VPAA.~~

This is the Rewrite proposed by the committee (12/8/2011). *(The first two paragraphs remain unchanged.)*

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Experience is correlated with professorial rank, but years of service or successful annual reviews alone are not sufficient to qualify for a promotion in rank. When a faculty member's experience, accomplishments, and career development evolve to the point where expectations applicable to the beginning level of the next highest rank are being met, the faculty member can make a strong case for promotion. A decision of promotion will result from a thorough review of a faculty member's accomplishments and contributions to the University by KSU teaching and administrative faculty colleagues. This review is accomplished in consideration of one's situational context and in relation to one's stage of academic career development.

~~At KSU, faculty members who are appointed as instructors must be reviewed and recommended for promotion to assistant professor no later than their sixth full academic year of service at KSU or be given a terminal employment contract in their seventh year. Faculty members appointed as Lecturers must be reviewed and recommended for promotion to Senior Lecturer during or before their sixth full academic year of service at KSU or be given a terminal employment contract in their seventh year. Faculty members serving in tenure-track positions must be reviewed and recommended for tenure during or before their sixth full academic year of service at KSU or be given a terminal employment contract in their seventh year. However, only faculty who were hired with credit toward tenure can undergo a tenure review before the fifth full academic year of service at KSU. (Thus a faculty member who was hired without credit toward tenure may apply for tenure only during the fifth or sixth year of service.) Faculty can be concurrently reviewed and recommended for both tenure and promotion in rank (from assistant professor to associate professor or from associate professor to full professor), but the awarding of promotion can only be approved after a positive decision on tenure has been made by the KSU president. There is no maximum time by which a tenure track faculty member must apply for promotion to the next level. However, according to Board of Regents policy (4.5)~~

~~*Strong justification must be provided to support any consideration of "early" promotion wherein the individual has served fewer than the number of years in rank at the current institution as listed below:*~~

For Promotion to	Minimum Service in Rank
Assistant Professor	3 years as Instructor
Associate Professor	4 years as Assistant Professor
Professor	5 years as Associate Professor
Senior Lecturer	2 years as Lecturer

Rationale: The existing wording has caused much confusion regarding timelines. In particular, the meaning of the word “early” in regard to promotions has been unclear to many. We have also added the timeline for Lecturers.