

Rationale for changes in “early” promotion and tenure policy

Section 5.2.1.4 of the Faculty Handbook makes provisions for faculty to request and receive an extension of the probationary period for documented reasons ranging from the arrival of children to illness to other extenuating circumstances. This policy was approved by the Faculty Senate and administration in 2002 and has been utilized extensively across the academic colleges.

In some cases, faculty who are granted an extension of the probationary period determine, several years down the road, that they do not need the additional time granted. They may, in consultation with their department chair, decide to present themselves for promotion and tenure at the time of their original mandatory review rather than use the additional year or years granted. According to section 5.2.1.3 of the Faculty Handbook, these faculty are presenting themselves “early” for promotion and tenure, that is, prior to their mandatory year. Because their case is considered “early”, and must present “documentation of truly exceptional accomplishments.” This “early” promotion and tenure policy penalizes faculty who, although granted an extension, have managed to successfully fulfill the expectations for tenure and would like to be considered in the original timeframe for mandatory review.

Given Iowa State’s commitment to flexibility in the probationary period as documented by our extension policy (5.2.1.4), we propose that the criteria for early promotion and tenure established in 5.2.1.3 be removed and replaced by language that allows faculty to present themselves for promotion and tenure during the probationary period whenever they, in consultation with the department chair, determine that they meet the criteria.

Proposed changes regarding "early tenure" in Faculty Handbook

5.2.1.3 Terms of Probationary Service.

The date that a tenure-eligible faculty member actually begins the performance of his or her duties at or on behalf of Iowa State University marks the beginning of the probationary period, except for mid-year appointments. The length of the probationary period must be specified at the time of the initial appointment. The length of the probationary period may exceed seven years only for faculty who have had an extension of the tenure clock or for faculty on part-time appointment for a portion of the probationary period.

In some instances the beginning date of an appointment does not coincide with the beginning of the academic year. In order to give the probationary faculty member the full opportunity to achieve the credentials required for tenure, the full probationary period for a person whose appointment begins during the academic year may extend a few months beyond seven calendar years. The ending date of the probationary period shall coincide with the end of the academic year in the case of B-base appointments, or the end of the fiscal year in the case of A-base appointments, so that the individual's tenure review can take place during a regular review cycle.

Tenure normally is conferred on an individual after seven consecutive years of continuous faculty service in a regular appointment at Iowa State University. While A-a faculty member, therefore, is ordinarily reviewed for tenure in the sixth year of appointment, upon consultation with the department chair, he or she - ~~Recommendations for awarding of tenure before the mandatory year require documentation of truly exceptional accomplishments may be reviewed for tenure at any time he or she has satisfied the criteria and requirements for promotion and tenure.~~

Tenure-eligible faculty members with part-time appointments during the probationary period will be reviewed for tenure in the equivalent of the sixth year of full time service during the regular P&T review cycle. The years of full time service during a part-time appointment will be calculated as the summed duration of the part-time appointment in years multiplied by the fraction of the appointment. After summation of the part-time appointment, a remaining partial year less than or equal to 0.5 years of service will be rounded down to zero years, whereas a partial year greater than 0.5 years will be rounded up to 1.0 years. Therefore, faculty members will ordinarily be reviewed for tenure in the year following completion of a sum of calculated full time service no greater than 5.5 years. ~~Recommendations for awarding of tenure before this schedule require documentation of truly exceptional accomplishments~~ However, upon consultation with the department chair, a faculty member may be reviewed for tenure at any time he or she has satisfied the criteria and requirements for promotion and tenure. Under no circumstances, however, will a tenure-eligible faculty member be reviewed for tenure later than during his/her tenth year of service. If denied tenure, a faculty member on part-time appointment has only one year of appointment beyond the denial.

A faculty member may request an additional review during the final year of the probationary period if there has been a substantial change in the record. The provost will determine whether or not grant the request.