ARK COMMITTEE Research Regarding Tenure & Promotion in Regional and Aspirational Schools

University of Houston
Tenure awarded at the University of Houston does not entail tenure at any other university of the University of Houston System. It is awarded on the basis of teaching, research, and service excellence to date, consistent with the mission of the university, and implies a high degree of confidence in the continuation and enhancement of this performance for the benefit of the University. An affirmative decision represents a positive judgment that the individual has contributed and will contribute to the development of excellence in the academic programs at the University of Houston, particularly within the context of the individual's college.

Utah State University
Tenure and promotion from assistant to associate professor are awarded on the basis by which a faculty member performs his or her responsibilities as defined by the role statement. Although tenured and tenure-eligible faculty members are expected to carry out the major university functions of teaching, research or creative endeavors, extension, and service, individual emphasis will vary within and among academic departments as described in each faculty member's role statement. Each candidate must present evidence of effectiveness in all of the professional domains in which he or she performs, and must present evidence of excellence in the major emphasis of his or her role statement.

University of Wyoming
Main criteria for reappointment, promotion, and tenure decisions are creative development, advancement, and dissemination of knowledge. These criteria may be demonstrated in the main functions of teaching; research; creative contributions; extension; service to the state of Wyoming; professional service; and, other University related activities and services.

University of Utah
For granting of tenure, it is indispensable that there be a cumulative record demonstrating sustained effectiveness in each of the two areas of teaching and research/other creative activity, and additionally, excellence in a combination of those areas.

University of Idaho
Tenure is granted only to faculty members who demonstrate that they have made and will continue to make significant contributions in their disciplines through effective performance in the responsibility areas as specified in their position description.

University of Hawai’i
The general reasons for granting tenure are that the University has concluded that you are and will continue to be a productive and valuable member of your department, school/college, and campus, that your pattern of continuing professional growth is positive, and that the University anticipates a long-term need for your professional specialty and services. This is a matter of judgment, and there may be honest differences of opinion based on fair and thorough consideration of the evidence.

University of Colorado
Regent Law requires that all candidates for tenure demonstrate meritorious performance in each of the three areas of teaching, research/creative work, and leadership and service (to the university, profession and public), and that candidates in health science fields demonstrate meritorious performance in clinical activity/clinical care, as well.
University of Arizona
Candidates and reviewers should consider the “inclusive view of scholarship” in the University's Promotion criteria, which specify that promotion, tenure or continuing status are based on excellent performance and the promise of continued excellence in 1) teaching, 2) service, and 3) research, creative work, and scholarship. The University values an inclusive view of scholarship in the recognition that knowledge is acquired and advanced through discovery, integration, application, and teaching. Given this perspective, promotion and tenure reviews, as detailed in the criteria of individual departments and colleges, will recognize original research contributions in peer-reviewed publications as well as integrative and applied forms of scholarship that involve cross-cutting collaborations with business and community partners, including translational research, commercialization activities, and patents.

San Diego State University
Probationary and tenured faculty shall be evaluated on their achievements and contributions in (a) teaching, (b) research, scholarship, and creative activities, and (c) service activities to the university, the profession, and the community that enhance the mission of the university. In presenting one's work to peer review committees, each candidate shall write a narrative summarizing and, when appropriate, integrating work in these three areas; and explaining how this work contributes to the candidate’s continuous development as a member of the faculty. **Excellence in teaching shall not substitute for weakness in professional growth, nor shall excellence in professional growth substitute for weakness in teaching.** (NOTE: Professional growth = continuous growth in research, scholarship, or creative activity that is relevant to the discipline or field of study.)

University of Central Florida
Promotion from assistant to associate professor calls for **excellence in teaching and substantial contributions in research**, as well as, appropriate service contributions or other university duties, since appointment to UCF faculty. It is expected the candidate’s research and scholarly activity have a significant impact, as normally indicated by national recognition.

Arizona State University
Tenure is awarded on the basis of excellence and the promise of continued excellence, which is measured not only by individual achievement but also by contributions to the academic unit's and university’s current and future mission and objectives; thus, the tenure review process of necessity takes into account the mission and objectives of each academic unit and the university during the assessment of the professional accomplishments of the faculty under review.

The rapidly changing character of research and its methodologies make it impossible for a university, even one of considerable size, scope, and resources, to have tenured faculty in every discipline. Therefore, appointments to tenure are offered to only those scholars whose disciplinary contributions are deemed excellent and whose ability to contribute to university priorities is also highly developed.

Board of Regents Handbook Title 2: NSHE Code
Chapter 3 Tenure for University Faculty

Section 3.1 Declaration of Policy

3.1.2 Conditions on Tenure. The major objectives of tenure are to provide a faculty committed to excellence and to provide a substantial degree of security to those persons who have exhibited excellent abilities, sufficient to convince the University of Nevada community that their expected services and performances in the future justify the privileges afforded by tenure.

Section 3.4 Appointment with Tenure (NOTE: UNR Bylaws use this, verbatim, as their standards)

3.4.2 Standards for Recommending Appointment with Tenure. (a) The consideration of a recommendation for appointment of an academic faculty member with tenure shall include the application of the three standards and the ratings contained in this
subsection, which shall be applied in consideration of the conditions for appointment with tenure stated in Subsection 3.1.2 of the Nevada System of Higher Education Code. The burden of demonstrating that these standards have been met lies with the applicant for appointment with tenure. In standards one and two, an academic faculty member being recommended for appointment with tenure must receive an “excellent” rating in one of these standards and no less than a “satisfactory” rating in the other.

1. **Standard One: Teaching/Performance of Assigned Duties**
   
   Either of the following:
   
   (A) If applying for tenure as a university instructor, a record of effectiveness as a teacher including, but not limited to, demonstrated teaching competence and efficiency in a classroom, laboratory, and/or clinical setting, the ability to communicate effectively with students and demonstrated skill in handling classroom and other duties related to teaching. Such a record may include, for example, a showing of the ability to impart knowledge, to excite students’ interest in the subject matter, to evoke response in students, to demonstrate competence in advising students, and to demonstrate community engaged teaching.
   
   (B) If applying for tenure as a member of the academic faculty whose role does not include instruction, a record of effectiveness, efficiency and ability to perform assigned duties, which may include community engagement.

2. **Standard Two: Research, Scholarly, Creative and Entrepreneurial Activity**
   
   Demonstrated continuing professional growth related to the academic faculty member’s discipline or program area as shown by a record of research, scholarly, creative or entrepreneurial activity, each of which may include community engagement, resulting in publication or comparable productivity.

3. **Standard Three: Service**
   
   In addition to standards one and two, an academic faculty member being recommended for appointment with tenure must receive a “satisfactory” rating or better in the area of service, which may include, but not be limited to:
   
   (A) Membership and participation in professional organizations;
   
   (B) Ability to work with the faculty and students of the member institution in the best interests of the academic community and the people it serves, and to the extent that the job performance of the academic faculty member’s administrative unit may not be otherwise adversely affected;
   
   (C) Service on university or System committees;
   
   (D) Recognition among colleagues for possessing integrity and the capacity for further significant intellectual and professional achievement; and
   
   (E) Recognition and respect outside the System community for participation in activities that use the faculty member’s knowledge and expertise or further the mission of the institution, or that provide an opportunity for professional growth through community engaged interaction with industry, business, government, and other institutions of our society, within the state, the nation or the world.

(b) In rating applicants for appointment with tenure under the standards set forth in this subsection, the applicable member institutions and their respective administrative units shall rate applicants as (i) “excellent,” (ii) “commendable,” (iii) “satisfactory,” or (iv) “unsatisfactory.” No other rating terminology shall be used in evaluating the applicant for appointment with tenure.

(c) The standards and the ratings set forth in this subsection are the standards that must be used by the applicable member institutions and their respective administrative units in recommending academic faculty for appointment with tenure. However, the applicable member institutions and their respective administrative units may provide in their respective bylaws for criteria within the ratings set forth in this subsection for recommending academic faculty for such appointment. Such
criteria must be consistent with the provisions of the Nevada System of Higher Education Code and must not be less stringent than the standards provided in this subsection of the Nevada System of Higher Education Code.

Any such criteria that are not published in adopted bylaws of the applicable member institutions and their respective administrative units, are void and of no effect whatever.

3.4.3 Recommendations for Tenure. The president shall seek a recommendation concerning appointment with tenure for an academic faculty member under procedures, which shall be established in the member institution's bylaws. The procedures shall include a review of the faculty member's annual evaluations and any rejoinders to those evaluations and/or peer evaluations.

Board of Regents Handbook Title 2: NSHE Code
Section 5 Personnel Policy for Faculty

Section 5.12 Evaluation

5.12.1 Evaluations. Faculty shall be evaluated in writing at least once annually by department chairs, supervisors or heads of administrative units. The performance evaluations of executive and supervisory faculty shall include consultation with the professional and classified staff of the administrative unit.

5.12.2 Procedures. All performance evaluations of untenured faculty shall include a rating of (i) “excellent,” (ii) “commendable,” (iii) “satisfactory,” or (iv) “unsatisfactory.” All performance evaluations of tenured faculty shall include a rating of (i) “excellent,” (ii) “commendable,” (iii) “satisfactory,” or (iv) “unsatisfactory” unless institutional bylaws require a rating of only (i) “satisfactory” or (ii) “unsatisfactory.” The areas of evaluation and procedures for evaluation of academic faculty and administrative faculty shall be established in Board policies and institutional bylaws. All performance evaluations shall include a narrative addressing each area of performance, and at least every three years a narrative addressing progress toward tenure and/or promotion, if applicable. The three-year narrative progress assessment shall be prepared in consultation with the appropriate tenure review committee or promotion committee, if any. Evaluations of instructional faculty shall include an assessment incorporating teaching evaluations completed by their students.

5.12.3 Review of Evaluations. Each institution and the System Office shall adopt, in their respective bylaws, a procedure for review of a faculty member's adverse annual evaluation rating, as provided in Section 5.16 of the NSHE Code. Academic and administrative faculty who disagree with the supervisor’s evaluation may submit a written rejoinder, as provided for in Title 4, Ch. 3, Sec. 4(5).

Current UNLV Bylaws
Chapter 1 Organization of the University of Nevada, Las Vegas

Section 4.3 Tenure

4.3.1 Eligibility. Only those faculty with appointments as academic faculty as defined in Chapter I, Section of the Bylaws who are in Rank II or above are eligible for tenure. Faculty placed in Rank 0 positions shall not be eligible for appointment with, nor shall have, tenure under any circumstances (Board of Regents Handbook, Title 2, Section 3.2.3). Administrators are eligible for tenure only in the capacity of academic faculty. (C 06/16)

4.3.1A Faculty members with well-established careers or with tenure at another institution may be tenured at the time of initial appointment provided they: (1) meet the basic UNLV standards for tenure; (2) are recommended by a vote of those eligible to vote on tenure decisions according to the bylaws of the appropriate department; (3) receive written recommendations from the
department chair, the dean of the college and the Executive Vice President and Provost; and (4) receive approval of the President of the University. (B/R 10/98) (C 06/16)

4.3.1B A Rank 0 faculty member may not be transferred into a tenure-track (Rank II or higher) position but must compete for such positions in accordance with Chapter III, Section 15 (Recruitment of Faculty) of the UNLV Bylaws. (C 06/16)

4.3.1C Academic faculty members with well-established careers or with tenure at another institution occupying administrative positions may be tenured at the time of initial appointment but only in the capacity of academic faculty, provided they: (1) meet the basic UNLV standards for tenure; (2) are recommended by a vote of those eligible to vote on tenure decisions according to the bylaws of the appropriate department; (3) receive written recommendations from the department chair, the dean of the college and the Executive Vice President and Provost; and (4) receive approval of the President of the University. (B/R 10/98) (C 06/16)

4.3.2 Interdepartmental Eligibility. Qualified academic faculty who are employed by more than one department shall be eligible for appointment with tenure in the department for which the terminal degree held by the faculty member is most appropriate. Such determination shall be made at the time of employment. In cases of disagreement, the Executive Vice President and Provost shall decide which department is most appropriate. (B/R 10/98)

4.3.3 Administrative Channels for Tenure Recommendations. The recommendation for tenure shall move through proper faculty and administrative channels from department or school to college to the Executive Vice President and Provost to the president; the Executive Vice President and Provost shall provide the Tenure and Promotion Committee with the tenure recommendations. The Faculty Senate Tenure and Promotion Committee shall consult with the Executive Vice President and Provost to ensure comparable rigor of criteria and procedures for recommendations across units. Faculty members not recommended for tenure may request reasons for denial, request reconsideration, and file a grievance with the Faculty Senate Grievance Committee. (See Nevada System of Higher Education Code, Chapter 5, Sections 5.2.3 and 5.2.4, and UNLV Bylaws, Chapter I, Section 4.6.9.) (B/R 12/04)

4.3.4 Tenure Standards and Procedures. Each department or school and college shall establish standards and procedures, including a reconsideration procedure, for tenure recommendations. Only persons who hold tenure at UNLV may vote on the application of a candidate for tenure.

Current UNLV Bylaws
Chapter 3 Policies and Procedures Relating to Faculty Rights and Duties

Section 8 Annual Evaluation of Academic Faculty and Nonacademic Faculty

8.1 Guidelines and Procedures. Each department or unit shall establish written guidelines, procedures and criteria for annual evaluation of faculty in scholarship, service and teaching or position effectiveness as appropriate. Guidelines shall include description of minimal duties, the failure to perform any of which shall be seen as nonfeasance of duty which will result in an unsatisfactory rating overall. These may include, but are not limited to, meeting classes regularly, preparation of current class materials, holding office hours, availability for university and community service, and progress in scholarly research or creative activity as required for the rank and academic field of the evaluatee. Performance of minimal duties will not preclude unsatisfactory ratings concerning quality of performance. (See Chapter III, Section 8.2.)

8.2 Evaluation Rating Terms. Annual evaluations for faculty members who are candidates for tenure shall include overall ratings across a four-point scale as set forth in the Nevada System of Higher Education Code Section 3.4.2.1(b). In annual evaluations, and with reference to the UNLV Bylaws, Chapter III, Section 8.1, the evaluatee must be given an "unsatisfactory" rating if performance falls below minimum standards.