

Resolution 2004-05-01:

**Time in Rank:
Promotion from Assistant to Associate and Associate to Full**

PART I: Promotion from Associate to Full Professor

Whereas the current Faculty Handbook specifies that a Full Professor must have seven years in rank as Associate Professor, and

Whereas this criterion has been in place, without review, since the first CNU Faculty Handbook was produced in 1983-1984, and

Whereas extant specifications reflected the minimum length of time expected for faculty to produce a dossier potentially eligible for promotion to full professor, and

Whereas the professional training and profile of faculty members has improved significantly over the past 20 years resulting in greater scholarly productivity than characteristic of earlier generations of faculty, and

Whereas with such increased scholarly activity, a candidate may present credentials rendering them eligible for promotion at an earlier date, and

Whereas fine liberal arts colleges and universities such as Washington and Lee University, Bryn Mawr, Middlebury, Bates, Amherst, Oberlin, Carlton, Hamilton, Colgate, and Kenyon Colleges recognize that faculty may produce scholarly work meriting promotion to Full Professor within 5 years in rank as Associate professor

Be it resolved that the Faculty Senate recommends that CNU change Faculty Handbook language from

Section (XI, 8. c.3) d) (1)

d) Professor

(1) Minimum Qualifications

A professor must have

(a) the terminal degree in the appropriate field of expertise;

(b) *at least seven years of teaching and/or relevant research experience at the rank of associate professor;*

(c) a total of twelve years of teaching and/or relevant research experience, and

(d) at least four years of service to Christopher Newport University.

to

d) Professor

(1) Minimum Qualifications

A professor must have

- (a) the terminal degree in the appropriate field of expertise;
- (b) *at least five years of teaching and/or relevant research experience at the rank of associate professor;*
- (c) a total of twelve years of teaching and/or relevant research experience, and
- (d) at least four years of service to Christopher Newport University.

(3) *Other considerations*

- (a) *A faculty member may be eligible for promotion from associate to full professor in the 5th or 6th year in rank if his/her Annual Review assessments have scored in the top 10% of faculty assessments throughout the 5 years preceding candidacy.*
- (b) *If a faculty member's case for promotion to full professor is not successful, then she/he will have a three-year wait before being eligible to apply again (at least two years intervening without another candidacy).*

PART II: Promotion from Assistant to Associate Professor

Whereas in the case of an unsuccessful case for promotion from Associate to Full, the Senate has recommended a waiting period before the candidate may reapply for promotion, and

Whereas consistency of promotion criteria across ranks is desirable

Be it resolved the Faculty Senate recommends that CNU add language to Faculty Handbook section on Promotion to Associate Professor as follows

Section (XI, 8. c.3) c) (3)

d) Associate Professor

(3) *Other considerations*

- (a) *If a faculty member's case for promotion to associate professor is not successful, then she/he will have a two-year wait before being eligible to apply again (at least one year intervening without another candidacy).*

Resolution submitted by Rebecca S. Wheeler, Department of English

**Illustrative time-in-rank specifications
across US colleges and universities:**

Promotion from Associate to Full Professor

Overview: The following documents the time-in-rank required for promotion from Associate to Full Professor at a range of US colleges and universities. These schools participate in the Consortium of Liberal Arts Colleges. These schools recognize that faculty may present a dossier warranting promotion to Full Professor earlier than the 7 years currently specified in the CNU Faculty handbook. (www.liberalarts.org/about/members.php).

No length of time specified

- Macalister college
- Lafayette College
- Dennison (promotion not based on number of years in rank. “In rare instances, persons will merit consideration soon after promotion to Associate Professor. In other cases, the level of performance will warrant delay.”)

Any time after 5th year

- Washington and Lee University: “Except in unusual circumstances, the process (for promotion to full professor) will be initiated at any point after the fifth year as associate professor.”

Any time, but normal expectation of 5 – 7 years

- Bryn Mawr

5th – 8th year

- Middlebury: “no earlier than fifth year and no later than the eighth year following appointment to tenure.”

First consideration in 6th year

- Bates College

Usually between 6 – 8 years after tenure, although a department may present a candidate in the fifth year.

- Amherst College

Normally 6 years

- Oberlin College

Normally 7 years

- Carlton. Early submission may come in the end of the 5th year.
- Hamilton. Normally not before the 7th year. “Exceptional circumstances can lead a faculty member to come up earlier.

Normally 8 – 10 years.

- Colgate

➤ Kenyon (8 years)