

Change #12

Handbook Change, p. 90

Submitted by Office of the Provost

Reason for Change: To provide more flexibility in appointment types

4) Sponsored Research Appointments are made for specific research projects. The length of the appointment and benefits, if any, are subject to the terms of the research contract.

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5) Restricted Appointments are one-academic-year appointments. Restricted appointments have no continuing status, but a new appointment may be made by the provost, acting upon the recommendation of the dean and the department chair. These appointments are typically made to replace a faculty member on leave; to fill a position of doubtful permanency; to allow for an extended period of recruitment for a probationary appointment; or to employ visiting faculty and therefore are not normally indefinitely renewed. Any position which has been filled by a restricted appointee or appointees for six consecutive years or more will be reviewed for purposes of appointing a probationary appointee to the position. Restricted appointments provide fringe benefits.

Term appointments are three-academic-year appointments and are not tenurable. Term appointments have no continuing status, but a new appointment may be made by the provost upon successful performance review, recommendation of the dean and department chair, and the continuing need of the university. Faculty holding restricted appointments may be converted to term appointments after three years upon successful performance reviews, recommendation of the dean and department chair, and the continuing need of the university. These appointments are typically made to provide continuity in curricular programs in which probationary appointments may not be feasible. Any position which has been filled by a term appointee or appointees for six consecutive years or more will be reviewed for purposes of appointing a probationary appointee to the position. Term appointments provide fringe benefits.

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6) Probationary Appointments are tenure track appointments which terminate automatically at their expiration date. New probationary appointments may be made by the University at its discretion for a total of not more than six (6) years until tenure is granted or denied. The University is not obligated to show cause when no new appointment is made. Probationary appointments provide fringe benefits.

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7) Tenure Appointments entitle the holders of such appointments to be offered each academic year, employment for the succeeding academic year at an academic year salary and academic rank no less than the stipulated academic year salary and academic rank of the preceding academic year, subject to the contractual terms and conditions of employment which exist from period to period. Tenure appointments provide fringe benefits.

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8) Terminal Appointments are given to provide adequate notice of termination of employment.

Terminal appointments are for no more than one year and are not renewable. Terminal appointments provide fringe benefits.

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c. Procedures for Recruiting and Initial Appointment of Full-Time Instructional Faculty

1) Establishment of Positions

Requests for new or replacement positions are initiated by the Department Chair and are reviewed by

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c) Associate Professor

2 (1) Minimum Qualifications

3 An associate professor must have:

4 (a) the terminal degree in the appropriate field of expertise, or functional equivalent

5 authorized by the Provost;

6 (b) at least four years of college or university teaching and/or relevant research experience

7 at the rank of assistant professor;

8 (c) at least two years of service at CNU; and

9 (d) a total of five years college or university teaching and/or relevant experience.

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11 (2) Evaluation Standards

12 A candidacy for promotion to associate professor will be judged according to:

13 (a) evidence of successful compliance with the expectations of the rank of assistant

14 professor;

15 (b) evidence of exemplary performance in teaching;

16 (c) evidence of continuing professional development;

17 (d) evidence of outstanding academic service;

18 (e) history and promise of being a strongly contributing member of the department,

19 college/school, university and academic discipline;

20 (f) evidence of a history of predominantly positive evaluations; and

21 (g) extent to which minimum qualifications are exceeded.

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23 d) Professor

24 (1) Minimum Qualifications

25 A professor must have:

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

27 (b) at least seven years of teaching and/or relevant research experience at the rank of

28 associate professor;

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

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

Faculty members holding administrative-professional positions are eligible candidates.

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32 (2) Evaluation Standards

33 A candidacy for promotion to professor will be judged according to:

34 (a) sustained evidence of successful compliance with the expectations of the rank of

35 associate professor;

36 (b) sustained evidence of truly outstanding teaching effectiveness;

37 (c) sustained evidence of widely-respected professional development;

38 (d) sustained evidence of leadership and high achievement in academic service;

39 (e) sustained evidence of great stature as a member of the department, college/school,

40 university, and academic discipline;

41 (f) evidence of a history of strongly positive evaluations; and

42 (g) the extent to which minimum qualifications are exceeded.

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