I. Criteria for Promotion and Criteria for Tenure (BOR Policy 8.3.6 & 8.3.7)

This policy change provides consistent language across Board policies regarding the minimum criteria for degree qualifications for faculty to be hired and considered for tenure and promotion across different institutional sectors. The former policy used different language when stating the minimum degree requirements for the initial appointment of faculty and the minimum degree requirements for tenure and promotion in rank. The approved policy replaces the words “earned doctorate” with “terminal degree in the appropriate discipline.” The approved changes bring the Board’s criteria for tenure and promotion in line with the Board’s criteria for faculty appointments and are also more in line with national disciplinary practice in higher education.

CRITERIA FOR PROMOTION

8.3.6.2 Research and Regional Universities

In addition to the minimum requirements above, promotion to the rank of associate or full professor requires the earned doctorate terminal degree in the appropriate discipline or its equivalent in training, ability, and/or experience. Neither the possession of a doctorate nor longevity of service is a guarantee per se of promotion.

8.3.6.3 State Universities

In addition to the minimum requirements above, promotion to the rank of professor requires the earned doctorate terminal degree in the appropriate discipline or its equivalent in training, ability, and/or experience. Neither the possession of a doctorate nor longevity of service is a guarantee per se of promotion.

CRITERIA FOR TENURE

8.3.7.3 Criteria for Tenure

Minimum for All Institutions in All Professorial Ranks

The minimum criteria are:

1. Superior teaching; Demonstrating excellence in instruction
2. Academic achievement, as appropriate to the mission
3. Outstanding service to the institution, profession, or community
4. Professional growth and development

(BoR Minutes, October 2008)
Noteworthy achievement in all four of the above need not be demanded, but should be expected in at least two. A written recommendation should be submitted by the head of the department concerned, setting forth the reasons for tenure. The faculty member’s length of service with an institution shall be taken into consideration in determining whether or not the faculty member should be tenured.

Research and Regional Universities
In addition to the minimum criteria above, tenure at the rank of associate or full professor requires the earned doctorate terminal degree in the appropriate discipline or its equivalent in training, ability, and/or experience. Neither the possession of a doctorate nor longevity of service is a guarantee of tenure.

State Universities
In addition to the minimum criteria above, tenure requires the earned doctorate terminal degree in the appropriate discipline or its equivalent in training, ability, and/or experience. Neither the possession of a doctorate nor longevity of service is a guarantee of tenure.

State and Two-Year Colleges
In addition to the minimum criteria above, tenure requires at least the equivalent of two years of full-time study beyond the bachelor’s degree. Longevity of service is not a guarantee of tenure.