

**List of 2009 Changes to Tenure and Promotion Guidelines
Applicable to 2009-10 Reviews**

- For tenure and promotion to Associate Professor, candidates must meet the criterion of either exemplary performance in at least one of the three professional competency areas or significant achievement in the two areas of teaching and research and professional development. The former criterion was exemplary performance in at least one of the three professional competency areas. (*FAM* VI.A.4.a and VI.A.4.b. Proposed by Advisory Committee and approved by Academic Affairs. Endorsed by Faculty Senate on April 21, 2009.)
- For promotion to Professor, candidates must meet the criterion of either exemplary performance in at least one of the three professional competency areas or significant achievement in all three areas. The former criterion was exemplary performance in at least one of the three professional competency areas. (*FAM* VI.A.4.c. Proposed by Advisory Committee and approved by Academic Affairs. Endorsed by Faculty Senate on April 21, 2009.)
- In addition, for promotion to Professor, candidates must demonstrate "sustained high quality and effective teaching". The former criterion was exemplary teaching effectiveness. (*FAM* VI.A.4.c.(1). Proposed by Advisory Committee and approved by Academic Affairs. Endorsed by Faculty Senate on April 21, 2009.)
- Consistent with a practice implemented on a case-by-case basis in fall 2008: We now allow two different extra-departmental panel members in departments where six or more reviews are being conducted. Cases should be divided such that a single extra-departmental panel member shall serve in all cases under review for the same rank. (*FAM* VI.D.4. Developed by Academic Affairs and Advisory Committee. Endorsed by Faculty Senate on December 9, 2008.)
- Candidates now sign and receive a copy of their departmental evaluation panel letter. (*FAM* VI.D.7. Concept endorsed by Faculty Senate in spring 2008. Specific language endorsed by Faculty Senate on April 21, 2009.)
- Deadlines in the *Faculty-Administration Manual (FAM)* were cleaned up. This year's calendar has been set to be consistent with the *FAM*. (Endorsed by Faculty Senate on April 21, 2009.)