Introduction from the Deputy Provost

Earlier this semester, a sub-group of the Provost Office Faculty Affairs Committee drafted a green paper on policies for promotion in rank for all principal faculty. The green paper was then posted on the faculty portal and remained available for review for over a month. After receiving extensive feedback from divisional faculty committees to their respective Deans and consulting with the Faculty Affairs Committee of the University Faculty Senate, a white paper incorporating this feedback was drafted. Having reviewed the white paper with the Dean's Council and the Faculty Senate, the Provost is now issuing the following policies for promotion in rank reviews. Because these policies represent changes to the full-time faculty Handbook, they must of course be approved by the Board before they can go into effect. We anticipate that the Board will review these Handbook changes in the 2012-13 academic year. Pending Board approval, these policies will apply to all reviews. Process and procedures for initiating and carrying out reviews will be issued by the Provost shortly and will be consistent with recently codified policies for divisional supplements.

<u>Draft White Paper on Policy and Practices for Faculty Promotion in Rank</u> Outline

Preamble.

- I. Promotion to Full Professor for those on tenure lines, EE and RTA lines
- II. RTA Faculty Promotion to Associate Professor
- III. RTA Faculty Promotion to Assistant Professor

Preamble

Current university-wide policies and practices for promotion in rank predate recent important changes in faculty employment categories. With the extension of tenure throughout the university, the designation of renewable term faculty (RTA) as principal faculty, and the shift of extended employment (EE) to a status reserved for long standing, excellent RTA faculty, following are the policies for rank review promotion for Full Professor for tenure, EE and RTA lines, Associate and Assistant Professor for RTA lines.

I. Promotion to Full Professor

A. Promotion to Full Professor for those on tenure, EE and RTA lines

At the highest level of university distinction, the rank of Full Professor is awarded for substantial achievements either in the field of pedagogy, teaching and learning or in scholarly, professional or creative practice since promotion to Associate Professor. All faculty members promoted to Full Professor are expected to have continued to assume and undertake important leadership roles in the university. **Typically**, promotion to Full Professor takes place no sooner than five years after promotion to Associate Professor. There are two paths for promotion to Full Professor:

i. On the pedagogy path, the faculty member will have demonstrated outstanding pedagogical leadership that could include but is not limited to the development of new academic programs and/or amendments to existing programs that help determine the future path of The New School; curricular development, and pedagogic innovation. In addition, the faculty member will have maintained a high standard of scholarship, professional or creative practice, advising, and mentoring.

ii. On the scholarship, professional or creative practice path, the faculty member will have continued to produce substantial work which has gained national and/or international recognition and recognized for its distinction in the relevant field or discipline/s (this can include work that has demonstratively gained in significance since prior promotion) and will have maintained a high standard of pedagogy, teaching and learning; advising, and mentoring.

Faculty will be considered for salary increase at the point of promotion in rank.

II. RTA Faculty Promotion to Associate Professor

The rank of Associate Professor is awarded to RTA faculty for demonstrating "excellence" in two of the following three categories and "good" in the remaining one: pedagogy, teaching and learning; scholarship, professional or creative practice work which has gained national and/or international recognition and recognized for its distinction in the relevant field or discipline/s; service.

Promotion to Associate Professor would **typically** not be considered not before the 7^{th} year of employment as an RTA faculty member.

RTA candidates who are performing above and beyond the minimum requirements by their second reappointment may apply to have their rank review in tandem with their 2^{nd} reappointment in the 7th year following the RTA 1^{st} reappointment review in the 4^{th} year.

Faculty will be considered for salary increase at the point of promotion in rank.

III. RTA Promotion to Assistant Professor

The rank of Assistant Professor is awarded to RTA faculty for demonstrating excellence in one of the following three categories and good in the remaining two: pedagogy, teaching and learning service: scholarship, professional or creative practice recognized in the relevant field or discipline/s; and service.

Faculty will be considered for salary increase at the point of promotion in rank.