

Guidelines for Internal Promotion to the Rank of Full Professor of Professional Practice in the Arts and Sciences

Standards

Promotion to the rank of full professor recognizes scholars, practitioners and teachers who are performing at the highest levels of distinction. Scholarly and professional practice contributions since the passage of the major review will be the primary consideration in evaluating faculty for promotion to the rank of full professor of professional practice. However, it is also important to recognize that over the career of a practice faculty member the balance of activities can shift toward more intensive involvement in teaching and institutional service. Therefore, distinction in teaching and/or particular dedication to institutional service might weigh more heavily in the evaluation for promotion to full professor than in the evaluation for major review.

Procedures

In the fall the departmental chair is provided with a list of each associate professor of professional practice who have passed the major review. Those who have completed five years or more of service beyond the passage of major review will be identified as potential candidates for review for promotion to full professor of professional practice. While it is assumed that at least five years will be required to demonstrate the levels of sustained performance expected for promotion, there may be instances of exceptional scholarly achievement or of an offer from another institution that justify review before five years have elapsed.

With the agreement of the faculty member, the department conducts a review according to its by-laws. The candidate will be asked to provide a current curriculum vitae and a statement describing teaching, scholarly and artistic plans, service activities, and special achievements since the passage of major review. Evidence of artistic, teaching, and service accomplishments since the passage of major review should also be provided. Departments are expected to carefully assess the work since the major review; to provide evidence of departmental evaluation; and to make explicit the department's internal standards for promotion to full professor of professional practice. There should be a detailed analysis of teaching performance, including a discussion of courses taught, involvement in the undergraduate curricula, if applicable, and departmental central teaching requirements, enrollments, student and peer evaluations, advising, and thesis supervision. In aid of this, the Office of Academic Affairs will provide the department with all teaching evaluations since the last review.

Only those at the rank of tenured professor or professor of professional practice, not tenured associate professor or associate professor of professional practice, are eligible to deliberate on the case.

If the case is deemed sufficiently persuasive, a vote on the promotion is taken and recorded in a letter of transmittal from the departmental chair to the Executive Vice President for Arts and

Sciences. The result of the departmental vote should detail voting eligibility, faculty who voted, and explanations for any opposition or abstentions. The letter should summarize the departmental case for promotion and is accompanied by the candidate's curriculum vitae, activities statement, and any reading committee report that may have been prepared.

The departmental recommendation and accompanying dossier are reviewed by the Promotion and Tenure Committee of the Arts and Sciences. If the Committee deems the dossier incomplete, it will request additional information from the departmental chair. A recommendation on the case is made by the Committee to the Executive Vice President for Arts and Sciences. If the recommendation is negative, the Committee will provide the Executive Vice President with guidance to be communicated to the candidate through the departmental chair.

The recommendation of the Promotion and Committee is advisory to the Executive Vice President for Arts and Sciences. Upon receipt of the recommendation of the Committee, the Executive Vice President makes a decision and notifies the departmental chair (in some instances, the Executive Vice President may solicit external opinions on the case, but will not do so as a matter of general practice). The departmental chair then informs the candidate of the outcome. In cases where the decision is positive, the departmental chair and the Office of the Executive Vice President work together to prepare the recommendation for promotion for submission to the Provost and the Board of Trustees.

If a review is conducted and promotion is not granted, the candidate should be informed of the basis for the declination and be provided guidance on areas for attention. A subsequent review would not be expected before at least two years from the prior review and until the basis for the declination no longer exists.

Typical Schedule

March 1	Departmental recommendation and materials are forwarded to the Executive Vice President
April 15	Promotion and Tenure Committees recommendations are forwarded to the Executive Vice President
May 1	Executive Vice President informs the department of the decision
June 10	Promotion is considered at Board of Trustees meeting
July 1	Successful promotion takes effect