

HUNTER COLLEGE OF THE CITY UNIVERSITY OF NEW YORK

OFFICE OF THE PROVOST

**Procedures for Tenure or Tenure with Concurrent Promotion
2016-2017**

Introduction

Tenure is one of the most important decisions the College makes with regard to members of its instructional staff. In decisions regarding the granting of tenure, careful consideration must be given to the needs of the College, for both the near future and the long run, as well as to the qualifications of the individual candidate. Candidates for tenure are expected to demonstrate qualifications of superior merit.

These procedures apply to candidates being considered only for tenure as well as for candidates being considered for tenure with concurrent promotion (typically to Associate Professor). If a candidate is being considered for tenure with concurrent promotion, at each step of the process, separate votes will be held for tenure and promotion.

These procedures are meant to be a framework permitting flexibility within which the various decision-making processes related to tenure and promotions are to be made. It is assumed that at every stage in the process, decisions will be based upon an extensive review of all pertinent information, consultation with appropriate persons, and sufficient deliberation so as to arrive at a just determination. (Procedural items included in the CUNY Board of Trustees Bylaws, the Professional Staff Congress/CUNY Agreement and the Statement of the Board of Higher Education on Academic Personnel Practice in CUNY have not been reproduced.)

I. Consideration of Candidates by Departments

Consideration by departments should begin by **March 8, 2016**. The Department Personnel and Budget Committee shall consider all members of the department who are eligible for tenure: i.e., all persons for whom the next reappointment must be made with tenure. Consideration should begin during the spring of the candidate's 6th year if the candidate is on the 7-year tenure clock or during the spring of the candidate's 4th year if the candidate is on the 5-year tenure clock.

The Department Personnel and Budget shall also consider others who are eligible for early tenure under Board of Trustees Bylaws (i.e., early tenure is described in the Bylaws, "...when for a very substantial reason the college would be well served by such early grant of tenure..."). Candidates for early tenure can withdraw at any point in the process.

- a. **Preliminary Promotion Review for candidates for tenure with concurrent promotion.** The Department Personnel and Budget Committee shall conduct a preliminary review of all candidates for tenure with concurrent promotion and determine, by secret ballot, those candidates who are to be considered for concurrent promotion. All candidates should be notified within three (3) days of the results of this vote. Candidates who receive a negative decision may withdraw their candidacy for concurrent promotion at this time. Withdrawals must be submitted in writing to the Department Chair. Candidates who do not withdraw move forward to a full review by the Department P&B. The School Dean shall be notified in writing of these decisions.

- b. **Review Packet.** The candidate and Departmental Chair shall prepare a tenure (or tenure and promotion) review packet for outside evaluators. Minimally, the packet should include a curriculum vitae, publications and scholarly/creative work, and the candidate's statement about his/her research program and future plans. At the request of a candidate, in consultation with the department chair, a teaching statement and/or summary of student evaluations and other materials may be included.

- c. **External Letters.** Department Personnel and Budget Committee recommendations for tenure and promotion must be supported by recent outside evaluations (from persons not affiliated with Hunter College), in writing, concerning the candidate's professional achievement and promise. These external letters are confidential and must be maintained in the candidate's closed file. It is understood that the definition of professional achievement varies among the disciplines.

The Department Personnel and Budget Committee shall compile a list of outside evaluators from which ***at least four evaluators shall be obtained for candidates being considered only for tenure or for tenure and concurrent promotion to Associate Professor. At least six evaluations shall be obtained for candidates for tenure with concurrent promotion to Full Professor.*** Candidates shall be invited to submit names of appropriate persons they wish to evaluate them. The final determination of outside evaluators, however, shall be the responsibility of the Department P&B Committee. Chairs are urged to discuss the proposed list of evaluators with their Deans. The final list of outside evaluators shall be submitted to the School Dean, indicating to the Dean which evaluators were suggested by the candidate and which evaluators were suggested by the Department P&B. This list is submitted for information only.

If the candidate is being considered for tenure with concurrent promotion, external evaluators must be told that the letters are to be used for both purposes and the evaluators must address both processes.

If the candidate is only being considered for tenure, outside evaluations already obtained in connection with a previous promotion consideration ***may be*** used for tenure if the letters were solicited explicitly for both purposes and if the tenure and

promotion processes commence in any two consecutive academic years. Alternately, the department may solicit new letters for the tenure process.

The mandate for outside evaluations does not preclude additional supporting materials.

The School Personnel and Budget Committee shall ensure that consistent and rigorous standards are followed by departments in the procedures for outside evaluation.

Tenure (or tenure and promotion) review packets should be sent to outside evaluators no sooner than May 1, 2016 with a return deadline no later than August 24, 2016.

- d. ***Interview.*** An interview before the Department Personnel and Budget Committee is optional. It may be requested by the candidate or by the committee. The Department Chair shall advise each candidate, in writing, of her/his right to request an interview. Refusal of an interview by the candidate shall be made in writing. Such refusal shall not be prejudicial to the candidate. If a candidate wishes to be interviewed, s/he must be available for the interview in a reasonable time-frame given the demands and schedule of the Department P&B.
- e. ***Department Review and Vote.*** By **September 13, 2016**, the Department Personnel and Budget Committee shall review the complete record of all candidates, in accordance with Article 18 of the PSC/CUNY Agreement, as well as current and projected department needs. The complete record consists of a curriculum vitae in Hunter College format, the tenure (or tenure and promotion) review packet, letters from outside evaluators, peer and annual evaluations, observation reports, student evaluations and other appropriate materials.

If the candidate is being considered for tenure with concurrent promotion, the Department Personnel and Budget Committee shall hold two secret ballot votes – one to determine whether the candidate will be recommended for tenure and one to determine whether the candidate will be recommended for promotion.

If the candidate is only being considered for tenure, the Department Personnel and Budget Committee shall vote by secret ballot to determine whether the candidate will be recommended for tenure.

- f. ***Dean and Candidate Notification.*** The recommendations of the Department P&B Committee and the tenure (or tenure and promotion) review packet, letters from outside evaluators, peer and annual evaluations, observation reports, student evaluations, the Chair's report for each candidate and any other written guidance initialed by the candidate shall be **submitted to the School Dean by September 13, 2016**. The School of Social Work's recommendations shall also be submitted by **September 13, 2016** to the SSW Graduate Committee.

At the same time that the determination of the Department Personnel and Budget Committee is submitted to the School, the Chair shall notify all candidates, in writing, of the recommendation of the Department's P&B.

A candidate not recommended for *tenure* by the Department Personnel and Budget Committee shall be advised by the Chair that her/his non-recommendation will automatically go forward for consideration to the School Personnel and Budget Committee unless the candidate withdraws from consideration by giving timely written notice to the Department Chair or Dean. If a candidate wishes to resign, the department should notify the College's labor designee in a timely manner. ***Any such withdrawal from tenure consideration must include a resignation*** with an effective date not later than the end of the last year for which a reappointment has already been made. Withdrawal from tenure consideration will be irrevocable and permanent and shall not entitle the candidate to consideration in a later year.

A candidate not recommended for *promotion* by the Department Personnel and Budget Committee shall be promptly advised by the Chair of her/his non-recommendation. A candidate who is not recommended may withdraw his/her candidacy for promotion in writing to the Department chair. Candidates who do not withdraw move forward to review by School.

II. Consideration of Candidates by Schools and Ancillary Units

Note: In the School of Arts and Sciences, the term School P&B refers to each of the three P&Bs representing the old divisions that merged into the School (i.e., Arts and Humanities; Sciences and Mathematics, Social Sciences). In the Schools of the Health Professions, the School P&B refers to the Divisional-wide P&B.

- a. **Interview.** An interview before the School Personnel and Budget Committee is optional. It may be requested by the candidate or by the committee. The School Dean shall notify each candidate, in writing, of her/his right to request an interview. Refusal of an interview by the candidate shall be made in writing. Such refusal shall not be prejudicial to the candidate. If a candidate wishes to be interviewed, s/he must be available for the interview in a reasonable time-frame given the demands and schedule of the School P&B.
- b. **School/Division Review and Vote.** By **September 20, 2016**, the School Personnel and Budget Committee shall review the complete file of all candidates for tenure or tenure with concurrent promotion and vote on the submitted candidacies. In addition to the materials indicated above in I.f., at this stage, the complete file should include the Dean's written review.

If the candidate is being considered for tenure with concurrent promotion, the School Personnel and Budget Committee shall hold two secret ballot votes – one to

determine whether the candidate will be recommended for tenure to the President and the Provost and one to determine whether the candidate will be recommended for promotion to the President and the Provost.

If the candidate is only being considered for tenure, the School Personnel and Budget Committee shall by secret ballot determine candidates to be recommended for tenure to the President and the Provost.

- c. **President and Provost Notification.** The School Dean by **September 20, 2016** submits to the President and Provost, in writing, the names of all candidates recommended for tenure or tenure and concurrent promotion and those not recommended for tenure and/or promotion. Two copies hardcopies and one USB thumb drive of the entire tenure (or tenure and promotion) packages are submitted to the Provost's Office (see page 7 for order of materials being submitted). Candidates' publications are submitted to the Library Archives.

Candidates for tenure and concurrent promotion who are not recommended for promotion by the School P&B should be notified within three (3) business days, in writing, by their Deans. Candidates so notified may withdraw their candidacy for promotion at this time by written notification to the School Dean. Candidates who do not withdraw move forward to review by the Faculty Personnel and Budget Committee.

III. Consideration of Candidates by the Faculty Personnel and Budget Committee (FP&B)

- a. **President's Report.** By **October 11, 2016**, the President shall present to the Faculty Personnel and Budget Committee the names of all candidates recommended for tenure or tenure and concurrent promotion and those not recommended for tenure and/or promotion by the School. The President shall charge the Appeals Committee of the FP&B (formerly the Tenure Appeals Committee) to review the cases of those not recommended for tenure ("appellants") and report to the FP&B within two weeks. The Appeals Subcommittee shall review the complete file of each appellant.
- i. **Candidate Notification.** Upon distribution of the list of candidates for tenure and tenure with concurrent promotion to the Faculty Personnel and Budget Committee, the Department Chair shall promptly notify all candidates in her/his department, in writing, as to whether or not they have been recommended for tenure and/or promotion.
- b. **Consideration by the FP&B Appeals Committee**
- i. **FP&B Appeals Committee Review and Report.** By **October 25, 2016** the FP&B Appeals Committee shall review the complete files of all candidates not

recommended for tenure by the School and report their findings to the Faculty Personnel and Budget Committee.

- ii. FP&B Vote. The Faculty Personnel and Budget Committee shall determine by secret ballot whether or not to accept the candidacy of appellants for tenure.

The names of appellants whose candidacy is accepted by the Faculty Personnel and Budget Committee shall be added to the list of candidates to be considered for tenure.

Appellants whose candidacy is not accepted by the Faculty Personnel and Budget Committee shall promptly be notified by the President, in writing, of that action.

- iii. Appeals. After receipt of notification from the President, a candidate not recommended for tenure may appeal to the President by giving written notice of the appeal to the President within 10 days of receipt of notice of the College FP&B's decision not to consider the candidacy.

c. **FP&B Vote on Tenure and Tenure with Concurrent Promotion**

- i. FP&B Review and Vote. On **November 15th, 22nd, 29th and December 6th (if necessary), 2016** the Faculty Personnel and Budget Committee shall review all candidates for tenure or tenure with concurrent promotion and shall vote on the submitted candidacies.

If the candidate is being considered for tenure with concurrent promotion, the Faculty Personnel and Budget Committee shall hold two secret ballot votes – one to determine whether to recommend that the candidate be forwarded by the President to the Board of Trustees for tenure and one to determine whether to recommend that the candidate be forwarded by the President to the Board of Trustees for promotion.

If the candidate is only being considered for tenure, the Faculty Personnel and Budget Committee shall, by secret, vote to determine whether to recommend that the candidate be forwarded by the President to the Board of Trustees for tenure

- ii. Candidate Notification. The Department Chair shall promptly notify in writing each candidate in her/his department of the FP&B's recommendation(s).

A candidate who has not been recommended for tenure and/or promotion by the Faculty Personnel and Budget Committee shall promptly be notified by the President, in writing, of that/those action(s).

- iii. Appeals. After receipt of notification from the President, candidates not recommended for tenure and/or promotion may appeal to the President by giving written notice of the appeal to the President within 10 days of receipt of notice of the College FP&B's decision not to recommend tenure and/or promotion.

IV. Consideration by the President

- a. The President's Review. The President shall review all candidates recommended by the FP&B for tenure or tenure and concurrent promotion. In accordance with established procedures, the President has the right not to forward candidates recommended by the FP&B for tenure and/or promotion to the Board of Trustees.
- b. Candidate Notification. The President shall promptly notify Department Chairs and School Deans, in writing, of the names of candidates she intends to forward to the Board of Trustees for tenure and/or promotion. Candidates will be promptly informed of the President's decision by their Department Chair or School Dean.

If the President decides not to forward a candidate's name to the Board of Trustees for tenure and/or promotion, the candidate must be notified by the President, in writing, of that decision.

- c. Appeals. If the President does not recommend a candidate for tenure and/or promotion, the candidate may appeal to the President for reconsideration, in writing, within 10 days of the date of the notice of the President's decision not to recommend tenure and/or promotion.

Materials must be submitted in this order, in one complete PDF file on a USB drive:

1. Department P&B vote memo
2. Divisional P&B vote memo
2. Candidates Hunter format Curriculum Vitae
3. Peer Observations (current and prior years)
4. Student Evaluations (current and prior years)
5. Chair's Report
6. Letters of concern (initialed)
7. Response to Letters of concern (if any)
8. Any other written guidance to the candidate
9. Annual Evaluations (current and prior years)
10. Outside External evaluators Letters (on letterhead)
11. External evaluators Curriculum Vitae
12. Dean's Running Notes (*hard copy only*)
13. Appointment letter (*hard copy only*)
14. Personnel Action Form (PAF) (*hard copy only*)

Note: Dates included in this document are intended as a guide and may vary. Dates may change when the 2016 – 2017 FP&B schedules are finalized. This document will be updated to reflect date changes, should they occur. The most up-to-date version of this document may be downloaded from the Provost's website at <http://www.hunter.cuny.edu/provost/reports-policies/procedures>.