

RESOLUTION TO APPROVE NEW PRACTICE ON PROGRESS TO PROMOTION TO PROFESSOR

WHEREAS, Virginia Tech values the career development of all faculty and wishes to support the continued advancement of faculty; and

WHEREAS, Virginia Tech, as a research university, wishes to facilitate the continued excellence of research, teaching, and outreach accomplishments of the faculty; and

WHEREAS, associate professors with tenure have expressed interest in clarification of the requirements for promotion to professor in the 2012-13 Collaborate on Academic Careers in Higher Education (COACHE) survey results; and

WHEREAS, the academic department promotion and tenure committee is in the best position to provide guidance to a faculty member on progress toward promotion to professor; and

WHEREAS, many departments across the university currently provide a promotion review for associate professors with tenure; and

WHEREAS, the Faculty Handbook does not address a review of progress for promotion for associate professors with tenure; and

WHEREAS, Virginia Tech wishes to provide at least one review for promotion to professor for all associate professors in all departments;

NOW, THEREFORE BE IT RESOLVED, that the appropriate sections of the Faculty Handbook be revised as follows (deleted text is crossed out; **new text is in red**):

3.4.5.3 **Review of Progress Toward Promotion to Professor** ~~Decision~~

At least one review of progress toward promotion to professor should be conducted three to five years after promotion and tenure is awarded (or after tenure is awarded at the current rank of associate professor). The review is required for faculty promoted and tenured during 2012-13 and thereafter. The review is to be substantive and thorough. At a minimum, an appropriate departmental committee (e.g., promotion and tenure committee, personnel committee, annual review committee) must review the faculty member's relevant annual activity reports, peer evaluations of teaching, and authored materials since the last promotion. The committee may also wish to review an updated curriculum vitae. The faculty member may wish to complete a draft promotion dossier (using the format available on the provost's website) to organize and present information for review.

The review should be developmental and focus on the faculty member's progress toward promotion to professor. The developmental guidance should focus on

recommended future activities and plans that will position the faculty member for promotion. All reviews must be in writing, with the faculty member acknowledging receipt by signing and returning a copy for his or her departmental file. In addition, the faculty member may request a meeting with the department committee chair and the department head or chair to discuss the review and recommendations. Individual faculty members are also encouraged to seek guidance and mentoring from senior colleagues and the department head or chair.

3.4.5.4 Promotion Consideration and Decision

There is no specification for minimum or maximum time of service in ~~the rank of associate professor with tenure~~ any rank. Consideration for promotion to professor may be requested of the department head or chair by a faculty member at any time if the department head or chair or committee has not chosen to undertake such an evaluation. However, appeal of a negative promotion decision is provided only if the faculty member has been in rank for at least six years and if the faculty member has formally requested, in writing, consideration for promotion in a previous year. In such a case, for a member of the collegiate faculty, or a member of the administrative and professional faculty seeking promotion in rank through an academic department, an appeal follows the same procedures as in section 3.4.5, "Appeals of Decisions on Reappointment, Tenure, or Promotion."

RECOMMENDATION:

That the resolution to approve new practice on progress to promotion to professor be approved.

June 2, 2014