

Proposal 4, Attachment 2:

Requirements for Promotion to Full Professor

In November 2012, there were 424 tenured full professors and 7 non-tenured full professors at the University, constituting 36% of the faculty. Without further investigation, it is impossible to determine whether this is an excessive percentage of the faculty. If it is determined to be an excessive percentage, it may be attributable to an aging of the faculty or a reduction in the standards. Either way, the requirements for promotion to the academic rank of full professor should be more restrictive. At a national research University, the rank and title of full professor should be reserved for those who have achieved the highest accomplishments in their academic field—in particular, in their scholarship. Admittedly, with such a requirement, some faculty (non-tenure track and tenure track) will not be promoted to full professor during their careers.

Section 4.4.2. of the Faculty Handbook (“Minimum Standards for Promotion”) currently provides that the rank of full professor is reserved for those individuals who, in addition to the other requirements (e.g., excellence in teaching or scholarship, or both), “have established reputations in their fields and whose contributions to their profession and the University’s mission are excellent.” In addition, a promotion to full professor requires “unmistakable evidence of significant development and achievement in teaching, scholarship and service since the last promotion.” This limits the rank of full professor to those who at a minimum have *some* achievements in “teaching, scholarship and service.”

The Faculty Handbook should be amended to provide that *all* candidates for promotion to the academic rank and title of full professor (tenure-track and non-tenure track faculty) must demonstrate that they have a “national reputation for excellence in their scholarship” as well as had a “positive impact in their academic field or discipline through their scholarship.” These requirements would be in addition to the candidate demonstrating “excellence in their academic endeavors” under the proposed new standard. Thus, there would be a higher threshold for promotion to full professor, one requiring national prominence in one’s academic endeavors **and** excellence in one’s scholarship. Excellence in clinical work or service will not be sufficient to support a promotion to full professor. Likewise, excellence in teaching classes at the University alone will not be sufficient to support a promotion to full professor, although it will be possible to demonstrate excellence in one’s instructional “academic endeavors” based on a national reputation as an educator, national professional activities, editorial work at a top-tier academic journal, publication of a leading textbook in the field, etc. For non-tenure track faculty who satisfy such requirements and are promoted to the rank of full professor, the appropriate titles would be: “instructional full professor,” “clinical full professor,” “public service full professor,” or “research full professor,” as appropriate.