Targeted Changes for Promotion and Tenure Guidelines

Recommended by P & T Task Force

April 16, 2014

1. Recommendations for change will occur as indicated on CHP faculty survey.
2. Annual reviews must be consistent with P & T guidelines.
   a. Documentation must assure that departmental needs are met and the faculty member maintains a professional development trajectory.
   b. Accountability and transparency must be maintained on both sides of the equation with faculty member, dept. chair, and possibly one or more mentors signing a clear and concise performance agreement.
3. Formalized mentorship system
4. Two Tracks
   a. Tenure Track (similar to existing Post Baccalaureate/Graduate Program criteria)
   b. Non-Tenure Track (major redesign—for faculty members with heavy classroom teaching or clinical teaching loads)
5. Boyer’s model will be integrated in guidelines
6. Collegiality will be a standard requirement for promotion and tenure
7. Initial appointment letters and job descriptions must include considerations for the faculty member’s role in their respective departments with professional development.

Levels of Performance

<table>
<thead>
<tr>
<th>Levels</th>
<th>Current</th>
<th>Alternate</th>
<th>Proposed</th>
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</thead>
<tbody>
<tr>
<td>Highest</td>
<td>Excellence</td>
<td>Distinguished</td>
<td>Distinguished Achievement</td>
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<tr>
<td></td>
<td>Significant Achievement</td>
<td>Excellent</td>
<td>Significant Achievement</td>
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<tr>
<td></td>
<td>Achievement</td>
<td>Good</td>
<td>Achievement</td>
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<tr>
<td>Lowest</td>
<td></td>
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<td>Non-Achievement</td>
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