

College of Arts and Science Tenure Track Faculty Renewal Policy

New 3-2-2 Policy on Term Renewals Effective for all new faculty hires beginning employment September 1, 2006 or later

Rationale for the 3-2-2 term schedule: Since the decision about renewals must be made a full year in advance of the term's expiration, the first internal review of a new faculty member takes place in the spring of his/her 2nd year (for those beginning employment in the fall). This is much too soon for any substantial indication of tenurability, except in egregious cases. Almost no one is non-renewed at this stage. If the candidate is given another 3-year term, the second and final internal pre-tenure review takes place in the spring of the 5th year, only a few months before the tenure file is prepared and submitted. If the candidate's record at that point is wanting, there is insufficient time for him/her to correct deficiencies. On the other hand, if a renewal of two years rather than three is given, the candidate gets his/her second and final internal pre-tenure review in the spring of the 4th year. Four years is a reasonable amount of time to assess what a scholar has accomplished and what is lacking from the point of view of tenure. One could make an informed decision at this point not to renew. It is also a point when constructive criticism can still be useful, since there remains at least a full year before the tenure file is prepared. Our desire here is to provide a process that reflects a supportive environment and one which results in strong and successful tenure cases.

Summary: Any new CAS faculty beginning their employment September 1, 2006 or later will follow the new 3-2-2 renewal model. It is recommended that this new model be used for any upcoming term renewals as well, including those due this spring. Departments still reserve the right to renew for fewer than the suggested two-year terms if deemed appropriate.



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3-2-2 Term Renewal Model

For appointments beginning on September 1:

Term 1:	Year 1	
	Year 2	renewal in spring
	Year 3	
Term 2:	Year 4	renewal in spring
	Year 5	begin preparation of tenure file in spring
Term 3:	Year 6	tenure file review, CPCA votes in spring
	Year 7	

For appointments beginning on January 1:

Term 1:	Year 1	
	Year 2	renewal in fall
	Year 3	
Term 2:	Year 4	renewal in fall
	Year 5	begin preparation of tenure file in fall
Term 3:	Year 6	tenure file review, CPCA votes in fall
	Year 7	

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