Policy for Tenured Faculty Appointments (1997; Revised 2006; REVISED and RENAMED 2008; Revised 2012)

When hiring faculty members who are to be granted tenure at the time of appointment, the Dean shall create an ad hoc committee drawn from the current Tenure and Promotion Committee. This committee will examine a mini-dossier which includes a CV, evidence of teaching effectiveness, and external letters of support. Six letters are required, of which three will be solicited by the department; eight letters will be solicited if the faculty member is to be a named professor, of which four will be solicited by the department. The department chair will submit an assessment of the faculty member’s research, teaching effectiveness, service, and potential positive impact on the college. If the dossier raises concerns, the Dean will consult other members of the Tenure or Promotion Committee to reach a resolution. In the case of candidates who do not already have tenure or who did not receive it at a comparable institution, the full Tenure Committee will review the case on the basis of a similar level of documentation to that expected for internal tenure reviews.