

# Shawnee State University

POLICY TITLE:	UNIVERSITY PROMOTION & TENURE SYSTEM
POLICY NO.:	2.15REV
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EFFECTIVE DATE:	06/08/18
NEXT REVIEW DATE:	06/2021
RESPONSIBLE OFFICER(S):	PROVOST
APPROVED BY:	BOARD OF TRUSTEES

## 1.0 POLICY PURPOSE

Shawnee State University recognizes that a clearly articulated promotion and tenure system that is based upon a comprehensive peer review process serves as an effective means towards promoting and supporting continued excellence of its faculty.

## 2.0 DEFINITIONS

2.1 **Tenure System:** A peer based mentoring, evaluation and promotion system for faculty.

2.2 **Tenure:** After successful completion of a defined period of an established peer mentoring and rigorous review that adheres to the existing collectively bargained process, the continuous employment status awarded to an eligible faculty member who has been deemed to have earned tenure.

## 3.0 AWARDING OF TENURE

3.1 The awarding of tenure is the University's recognition of a faculty member's achievement and reflects the highest standard of academic excellence.

3.2 The awarding of tenure is the sole prerogative of the Board of Trustees.

## 4.0 ELIGIBILITY AND REVIEW FOR AWARDING TENURE

4.1 Only faculty appointed to established tenure-track positions will be eligible for tenure. SSU faculty recognized as having tenure under any previous University agreement will continue to have tenure status.

4.2 The awarding of tenure will be the result of an articulated promotion and tenure system that is rigorous in nature and will include a systematic and structured peer review that includes mentoring, performance review and performance evaluation of each faculty member serving in a tenure-track position over an established period of

time. Faculty who successfully complete the tenure review process will be awarded tenure by the BOT.

- 4.3 An award of tenure is earned by faculty members on the basis of their past performance during the tenure-track period as evaluated by tenured faculty, the academic administration, University President, and the Board of Trustees. The award of tenure shall be based on a record of demonstrated achievements in teaching, University service, scholarship, and/or commercialization as set forth in the SSU-SEA Collective Bargaining Agreement.

## 5.0 POST TENURE REVIEW

In order to promote continuous development of faculty awarded tenure, SSU tenure system will include an articulated peer review process of its tenured faculty.

### History

Effective: 07/12/13

Reviewed: 12/16/16 with no revision

Revised: 06/08/18