

Joint Update on University Reappointment, Tenure, and Promotion Policy and College and Department Alignment

TO: Deans and Associate Deans

FROM: Office of Faculty Affairs
Executive Committee, Academic Senate

DATE: February 3, 2025

SUBJECT: Joint Update on University Reappointment, Tenure, and Promotion Policy and College and Department Alignment

We appreciate the work that the colleges, the University Library, and CAPS have done so far on revising their RTP Policies to bring them into alignment with the University RTP Policy, PS 23-24. We thank the colleges whose revised RTP policy documents have been approved for their hard work and we look forward to receiving the policy documents that are outstanding soon.

After Faculty Councils vote on College RTP Policies and send them to Faculty Affairs, the Associate Vice President of Faculty Affairs (AVPFA) and the Provost need time to review the College RTP Policies for compliance with the University RTP Policy before College RTP Policies can go into effect. This process may involve multiple rounds of revision. If Faculty Councils deem the changes requested by the AVPFA and Provost to be substantive, then faculty of the associated colleges should vote on the changes. Similarly, after Departments and College Councils have voted on Department RTP Policies and sent them to Faculty Affairs, the AVPFA and the Provost need time to review the Department RTP Policies for compliance with the College and University RTP Policies before Department RTP Policies can go into effect. For this reason, late submissions of College policies will likely impact not only the implementation and final approval of College policies but also the implementation and final approval of Department policies.

The implementation guidelines that the Academic Senate Executive Committee shared in spring 2024 are still in effect, but this message focuses on timelines moving forward, specifically for

1. Colleges that did not meet the December 2, 2024, deadline to submit a revised and approved College RTP Policy to Faculty Affairs or
2. Colleges that submitted a revised and approved College RTP Policy to Faculty Affairs for review by the December 2, 2024, deadline but are unable to make revisions in a timely manner and/or
3. Departments that do not meet the May 1, 2025, deadline to submit to Faculty Affairs a revised and approved Department RTP Policy or
4. Departments that submitted a revised and approved Department RTP Policy to Faculty Affairs for review by the May 1, 2025, deadline but are unable to make revisions in a timely manner.

Given the interrelated processes required for Department RTP and College RTP Policy approval, Colleges who have not submitted policies as of the date of this memo need to be mindful of the deadlines below that follow the December 2, 2024, due date.

Missing a deadline means that the new College or Department policies will not be in effect for candidates in the fall, and that candidates can only be reviewed under a single approved policy: PS 23-24: University RTP Policy.

Being reviewed under a single policy puts candidates at a disadvantage, but this disadvantage is preferable to candidates being reviewed under a confusing combination of new and old University, College, and Department RTP Policies that may or may not be aligned with one other.

The following two deadlines for submission are meant to give Faculty Affairs and the Provost adequate time to review revised College and Department RTP Policies and for candidates up for actions under new policies in Fall 2025 to become familiar with the new policies in time for their review. Note that deadlines are first-come, first-served, such that Faculty Affairs and the Provost will work through the submitted policies in the order that they are submitted.

May 1, 2025

Deadline for Department RTP Policy revisions to be completed, approved at appropriate levels (including by Faculty Councils), and **submitted** to the Office of the Provost. Delayed College policy submissions may impact the full implementation of Department policies submitted on time.

June 2, 2025

Deadline for College and Department RTP Policy revisions to be completed and approved by the Office of the Provost for Fall 2025 implementation.

The deadline below is not meant to serve as a voluntary extension of the process, but to indicate the delays that will follow from late policy submission or the inability of a department to revise a policy on time. As stated above, if your department does not meet the May 1, 2025, deadline, your department is required to default to the college policy and must work according to the following deadline.

Dec 1, 2025

Deadline for late Department RTP Policy revisions to be completed and **approved** by the Office of the Provost for **Fall 2026** implementation.