

ROCKY MOUNTAIN COLLEGE

FACULTY POLICY

SECTION: Faculty

NUMBER: F-001-01-0007

SUBJECT: Promotion and Tenure

DATE: 4/2009

REVISED: 5/2010

I. DEFINITION

- A. Promotion: By granting advancement in rank, the College recognizes those who have demonstrated academic achievement, teaching excellence, and service within the faculty, College, and community. It is not granted simply for seniority.
- B. Tenure is the right to hold a teaching position and to be offered contract renewal at the same level of employment until retirement. This right may be terminated only in accordance with F-001-01-0011.

II. POLICY

- A. Promotion and tenure are decided independently, although they may be granted simultaneously. Promotion and tenure are not granted automatically either because of educational attainments or length of service, although these factors are considered.
- B. Promotion
 - 1. Faculty will normally serve six years in rank but may apply for promotion at any time.
 - 2. The appointment to any rank carries no presumption that in due course, the individual will be appointed to a higher rank.
- C. Tenure
 - 1. Only those faculty holding tenurable positions are eligible for tenure. The individual faculty contract will clearly indicate whether the position is tenurable.
 - 2. Any individual who is granted tenure will be expected to continue to contribute to the College at the level demonstrated during the probationary period.
 - 3. Faculty holding tenurable positions must be notified one year before the end of their probationary period whether they have been granted tenure.
 - 4. Faculty who have taught part-time may be eligible for tenure if they are in a tenurable position.
 - 5. Tenure may be retained by a tenured faculty member who is appointed to an administrative position within the College.
- D. Procedures
 - 1. Faculty members must submit a letter of application to the faculty evaluation committee by September 15th of the academic year during which they wish a promotion/early tenure decision to be made.

2. Faculty holding tenurable positions will automatically be considered for tenure during the year prior to the last year of their probationary period.
3. A promotion/tenure decision can be made during the year of application only if the faculty member under consideration is subject to an evaluation during that year.
4. It is the faculty member's responsibility to request an evaluation, if need be, so it coincides with the promotion/tenure request.
5. The faculty member's evaluation by the faculty evaluation committee will serve as the primary basis for the promotion/tenure decision. The faculty evaluation committee must make a recommendation either for the promotion/tenure or against promotion/tenure. Under no circumstances may the faculty evaluation committee remove itself from the promotion/tenure process.
6. The recommendation regarding promotion/tenure made by the faculty evaluation committee will be forwarded to and acted upon by the academic vice president; see section 001-01-0006.IV.H.
7. Upon consideration of recommendations from the faculty evaluation committee and the academic vice president, the president will recommend a decision to the board of trustees; see section 001-01-0006. IV.I.
8. The board of trustees will make the final promotion/tenure decision.
9. Promotion/tenure decisions become effective in the following academic year.

III. REVIEW AND RESPONSIBILITIES

Responsible Parties: Faculty

Review: Bi-annually on or before May 31st

IV. APPROVALS

Approved:

Faculty Chair _____

Date: _____

Approved:

Chair, Board of Trustees _____

Date: _____