Tenure and Promotion

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Vice President for Academic Affairs

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Board of Regents
Recommendation

It is recommended that the Board of Regents award tenure and/or promotion to the faculty members whose names have been forwarded according to Board Policy RP9.201, with tenure to be effective July 1, 2015 and promotion to be effective August 1, 2015.
## 2015 Statistics

<table>
<thead>
<tr>
<th>Actions</th>
<th>Total</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure and Promotion</td>
<td>69</td>
<td>95%</td>
</tr>
<tr>
<td>Negative Tenure and Promotion</td>
<td>4</td>
<td>5%</td>
</tr>
<tr>
<td>Total</td>
<td>73</td>
<td>100%</td>
</tr>
<tr>
<td>Tenure</td>
<td>12</td>
<td>71%</td>
</tr>
<tr>
<td>Negative Tenure</td>
<td>5</td>
<td>29%</td>
</tr>
<tr>
<td>Total</td>
<td>17</td>
<td>100%</td>
</tr>
<tr>
<td>Promotion</td>
<td>117</td>
<td>92%</td>
</tr>
<tr>
<td>Negative Promotion</td>
<td>9</td>
<td>8%</td>
</tr>
<tr>
<td>Total</td>
<td>139</td>
<td>100%</td>
</tr>
</tbody>
</table>
Why So Many Successful T&P Actions?

- Strong hires
- Active mentoring and support
- Faculty can take up to a 2-year extension to the 5-year timeline (UHPA Contract, Section XII, C.2.b.)
- Faculty who will not be successful may be non-renewed by the campuses.
- Faculty who will not be successful may leave of their own accord before the probationary period expires.
Tenure and Promotion

Governance of Tenure and Promotion (T&P)

Governed by

- Board of Regents Policy RP9.201
- Agreement between UHPA and the UH BOR, 2009-15 (referred to as ‘UHPA Contract’)
  - Article XII, Tenure and Service
  - Article XIV, Promotion

Faculty Ranks Subject to Tenure Process

- Specialist, Librarian, Agent – any rank
- Rank 2 for instructors at CC
- Rank 3, 4, 5 for four-year campuses
Tenure

• “Academic tenure” means the right of Faculty Members to permanent or continuous service in the University. (UHPA Contract, Section XII.A.1).

• The granting of tenure is based on excellence in teaching, research, extension, and/or specialized work during the 5 year probationary period (UHPA Contract, Section XII.C.1.c.).

• Tenure is granted after a rigorous and systematic review of a faculty member’s dossier by multiple groups at multiple levels.

• Tenure is granted under the condition that a faculty member has achieved excellence in the required criteria.
Tenure and Promotion

Promotion

• A promotion is granted under the condition that a faculty member has demonstrated that s/he is performing at the level to which they will be promoted.

• Competent or superior performance in one area of responsibility is not sufficient to justify promotion.

• Granting a promotion has implications for the University’s standards and its standing in the academic community.

• The BOR has delegated to the chancellors the authority to approve faculty promotions below rank 3 (assistant professor).
Faculty Types

Tenure Track

• Instructional faculty
• Researchers
• Specialists
• Librarians
• Extension Agents

Non-Tenure track

• Lecturers
• Faculty on temporary positions
Types of BOR T&P Actions

Tenure and automatic promotion

- Assistant → Associate Professor at four-year campuses
- Instructor → Assistant Professor at UHCCs campuses

Tenure

Promotion

- Associate → Full Professor

Delegated Promotion

- Rank 2 → Rank 3
Tenure and Promotion Process Review at UH

Tenure/Promotion Application

Department Personnel Committee

Department Chair

Dean

Tenure & Promotion Review Committee

Chancellor

President

Board of Regents
Tenure & Promotion Process

- Faculty provides a comprehensive dossier based on campus (and college/department) criteria demonstrating strength in teaching, research, extension, and/or specialized work.

- Rigorous systematic, independent reviews of a faculty member’s dossier is conducted by a Departmental Personnel Committee, Department/division Chair, Dean, T&P Review Committee, and campus Chancellor.

- The process for review has been negotiated in the UHPA Contract.
T&P Process Timeline

- Turn in dossiers in October
- Review by various levels of peers and administrators
- Faculty members must receive T&P notifications by June 30 according to UHPA contract
T&P Off-Year Activity – Contract Renewal
For a faculty with a 5 year probationary period

Year 2: scheduled faculty review leading to tenure process

Year 4: scheduled faculty review leading to tenure process

Year 5: Apply for tenure and/or promotion
### Sample Table of T&P Recommendations to BOR

<table>
<thead>
<tr>
<th>Campus</th>
<th>College/Department</th>
<th>Last Name</th>
<th>First Name</th>
<th>Middle Name</th>
<th>Current Rank</th>
<th>Current Title</th>
<th>Proposed Action</th>
<th>Proposed Rank</th>
<th>Proposed Title</th>
<th>Approving Authority</th>
<th>Discipline</th>
<th>Final Action</th>
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<tbody>
<tr>
<td>Mānoa</td>
<td>College of Education</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>S3</td>
<td>Assistant Specialist</td>
<td>Tenure</td>
<td>S3</td>
<td>Assistant Specialist</td>
<td>BOR</td>
<td>xxxxxx</td>
<td>Tenure</td>
</tr>
<tr>
<td>Mānoa</td>
<td>School of Pacific &amp; Asian Studies</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>I4</td>
<td>Associate Professor</td>
<td>Tenure</td>
<td>I4</td>
<td>Associate Professor</td>
<td>BOR</td>
<td>xxxxxx</td>
<td>Tenure</td>
</tr>
<tr>
<td>Mānoa</td>
<td>University of Hawai‘i Cancer Center</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>R4</td>
<td>Associate Researcher</td>
<td>Tenure</td>
<td>R4</td>
<td>Associate Researcher</td>
<td>BOR</td>
<td>xxxxxx</td>
<td>Tenure</td>
</tr>
<tr>
<td>Mānoa</td>
<td>College of Education</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>I4</td>
<td>Associate Professor</td>
<td>Tenure</td>
<td>I4</td>
<td>Associate Professor</td>
<td>BOR</td>
<td>xxxxxx</td>
<td>Tenure</td>
</tr>
<tr>
<td>Mānoa</td>
<td>John A. Burns School of Medicine</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>M5</td>
<td>Professor</td>
<td>Tenure</td>
<td>M5</td>
<td>Professor</td>
<td>BOR</td>
<td>xxxxxx</td>
<td>Tenure</td>
</tr>
<tr>
<td>Hilo</td>
<td>College of Arts &amp; Science</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>xxxxxx</td>
<td>I4</td>
<td>Associate Professor</td>
<td>Tenure</td>
<td>I4</td>
<td>Associate Professor</td>
<td>BOR</td>
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<td>Associate Professor</td>
<td>BOR</td>
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Tenure and Promotion

Negative T&P Actions

• The Board of Regents delegates authority to act on behalf of university in negative decisions. President has delegated this function to campus Chancellors.

• Upon a negative tenure decision, a the faculty member is given a one year terminal contract after which s/he is no longer employed by UH.

• In the case of a negative promotion decision, a faculty member remains at the same rank and is able to reapply in the future

• Faculty member can only appeal based on procedural error