

Early Tenure/Promotion

As you know, our Constitution and Bylaws allow for early consideration for tenure and/or promotion. Because there have been questions about the process/criteria relative to this decision, I am writing to provide clarification.

1. A request for early promotion/tenure means that the individual/department is requesting a personnel decision earlier than stipulated in the hiring contract.
2. All three of the following criteria **must be met** for early tenure and promotion:
 - A. **More** – This means the candidate has produced more scholarship than that normally expected for tenure/promotion.
 - B. **Better** – This means the candidate has work which is of higher quality than that normally expected for tenure.
 - C. **Faster** – This means that a demonstrable record greater quantity and higher quality was achieved earlier.

It should be understood that the bar is higher for this decision. Therefore, because all bodies in the review process (College Council, UCPC, the Dean, and the Provost) will be evaluating candidates against this higher standard, we are requesting that you indicate the following to external reviewers:

1. that the candidate is being considered early for tenure/promotion
2. that they should judge the quality and quantity of the work against the above criteria of more, better, faster.