

Early Promotion and Tenure and Extension of Probationary Period (See also Policy Manual Sections 350.1 and 352)

Probationary faculty are normally eligible to apply for promotion to Associate Professor and tenure during their sixth year of continuous academic service at NDSU. Promotion and tenure decisions generally occur concomitantly.

FACULTY WITHOUT PREVIOUS, RELEVANT EXPERIENCE

For a faculty member without previous academic-relevant experience (first academic position), eligibility for tenure requires a probationary period of six years. Probationary faculty who have demonstrated *exceptional academic accomplishments* in teaching, research, and service may apply for early promotion (i.e. without a request for tenure) prior to the completion of the six years of the probationary period. Petitions for early promotion shall be initiated by department heads/chairs, and not by faculty members themselves.

FACULTY WITH PREVIOUS RELEVANT EXPERIENCE

Conversely, a faculty member with relevant professional/academic experience in teaching, research, and service may be given credit toward tenure and promotion when negotiated as a provision in his or her original hiring contract. There are two options:

1. Faculty with previous relevant experience may be given one to three years of credit (maximum allowed). They would then apply for promotion and tenure in the sixth year of academic service, (for example, given one year of credit, the promotion and tenure application would be due in the fifth year of service at NDSU; given three years, the application would be due in the third year of service at NDSU).
2. Faculty with previous relevant experience may be given the full six-year probationary period with the option of applying for promotion, or promotion and tenure, at any time following three years of academic service at NDSU.

In either option (1) or (2), failure to achieve tenure will lead to a terminal year contract.

EXTENSION OF PROBATIONARY PERIOD

At any time during the probationary period but prior to the sixth year (when the portfolio is due), a faculty member may request an extension of the probationary period not to exceed three years based on personal or family circumstances (See Policy 350.1, 3c and 352, 4.4). Faculty given promotion and tenure credit are eligible for this extension. The request must be in writing and will be reviewed and forwarded sequentially with recommendation by the chair/head, dean, and Provost/VPAA to the President who will approve or deny the request. Denial of an extension may be appealed pursuant to Policy 350.4.

EXTENSION OF PROBATIONARY PERIOD FOR CHILDBIRTH OR ADOPTION

A probationary faculty member who becomes the parent of a child or children by birth or adoption, prior to the year in which the portfolio is due, will automatically be granted a one-year extension of the probationary period. Written notification to the Provost/VPAA must be provided by the Department chair/head and the Dean of the college within one year of the event and prior to the year in which the portfolio is due. While NDSU supports the use of the extension, the probationary faculty member has the option at any time after the birth or adoption to return to the original schedule of review. Any

additional extensions beyond the one year must be requested under the provisions of policy 350.1.3.c. Extensions due to childbirth or adoption may not exceed three years.

The grant of an extension does not increase the expectations for performance.

Approved by the faculty of the College of AHSS on December 1, 2011.