

**Criteria for Reappointment, Tenure and Promotion of Tenure Track Bargaining Unit Members in the Department/School/College**

**Date:**

**Introduction**

The UA-Akron AAUP Collective Bargaining Agreement (CBA) contains processes, timelines and procedures for the Retention, Tenure and Promotion (RTP) of Bargaining Unit members, and should be referred to for such matters. This document serves to enumerate the minimum criteria for tenure/promotion relevant to the discipline(s) represented in the academic unit listed above. These criteria may include quantitative and/or qualitative measures, and meeting these minimum criteria does not guarantee a positive recommendation. Nothing contained in this document can conflict with the CBA or University rules.

**1. Materials for the RTP file**

Specific materials, other than those already specified in the CBA, that are to be included in the candidate's RTP file. (If not applicable, please fill in this section with "N/A").

- A. Teaching:
- B. Research/Scholarly Activity:
- C. Service:

**2. Annual Reappointment**

Clear and specific measures of performance and indications of progress toward tenure.

- A. Teaching:
- B. Research/Scholarly Activity:
- C. Service:

**3. Promotion to Associate Professor**

Clear and specific minimum criteria that a candidate must meet to be recommended for promotion to Associate Professor.\*

- A. Teaching:
- B. Research/Scholarly Activity:
- C. Service:

\*If the academic unit does not allow promotion to Associate Professor without tenure, items 3 and 4 can be combined and the later section(s) renumbered.

#### **4. Indefinite Tenure**

Clear and specific minimum criteria that a candidate must meet to be recommended for indefinite tenure.\*

- A. Teaching:
- B. Research/Scholarly Activity:
- C. Service:

#### **5. Promotion to Professor**

Clear and specific minimum criteria that a candidate must meet to be recommended for promotion to Professor.

- A. Teaching:
- B. Research/Scholarly Activity:  
(If deemed necessary, a unit may include this language: “Understanding that a candidate must show continuing progress after becoming an Associate Professor, the nature and number of the publications for promotion to Professor shall be not less than those specified under Associate Professor above, and these publications must be subsequent to the candidate having attained the rank of Associate Professor.”)
- C. Service:

#### **6. Supplemental Guidelines**

Supplemental academic unit guidelines that do not contradict the CBA should be listed in this section. (if there are none, please delete this section).

## **7. Materials for External Review**

Specific materials that are to be sent to external reviewers for tenure and promotion cases and the bases by which these materials are assessed (if teaching and/or service are not assessed by external reviewers, please indicate this by noting “N/A”).

A. Teaching:

B. Research/Scholarly Activity:

C. Service:

D. Bases of Assessment (e.g., a unit may include the language for their letter soliciting the external review):