

A&S Senate

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Promotion and Tenure Timeline

- For Assistant to Associate, files for promotion are due to the Provost's Office by April 1; in the first year (2025) we will accept cases up until May 1.
 - ◆ Spring hires will go up after 5.5 or 6.5 years as proposed.

- For Associate to Full, files for promotion are due to the Provost's Office by January 15. Cases will no longer be considered all year long. For the first year (2025), flexibility is available upon request.

Internal Letters

Internal letters will continue to be accepted.

→ **Please note: letters on teaching continue to be important; where your school or college requires letters on teaching, please continue to provide those.**

External Referees

- At least 5 referees should be “arm’s length” and from AAU (or equivalent), with two chosen from the candidate’s list and three from the department’s list. If not AAU or clear peer or better, a brief 1-2 sentence justification in the area head or chair’s letter that the particular referee is a strong choice.
- If the Department has requested letters from at least 12 potential referees and still does not have the required 5, it may continue to solicit letters or move the file forward.
- You may submit additional letters from collaborators, mentors, etc. These letters should be labeled or identified as such in the file.

Documentation of Midpoint Review

Documentation of midpoint review to be included in the Chair's letter
(can be a separate document)

A&S Guidelines

- Most elements of the A&S Guidelines have not changed but some differences between the Provost's Guidelines on Academic Review and the A&S Guidelines remain.
 - ◆ For example, sections 2.4.5.1, 2.4.5.2, 2.6.4, and 4.6 might require editing.
- 2.4.5.1 & 2.4.5.2 set out the process for selecting evaluators.
- Sections 2.6.4 and 4.6 set out the deadlines for the files to be submitted to the Dean's office. These dates have been changed to reflect the changes at the Provost level.

Next areas of focus in P&T

1. Expedited Tenure
2. Ext. Eval options: confidential or not

Expedited Tenure

Improve, clarify, and streamline the meaning of and the process for expedited tenure.

Currently, candidates hired at a senior level or in a leadership position are promised “expedited tenure” but the process often takes a year or longer. We believe that we can improve this so the stellar candidates or leaders who come here with tenure and promotions from previous institutions and for whom the promise of tenure was a crucial part of the negotiation to bring them here do not have to wait and our faculty and staff do not have to go through essentially the same process as if they were junior hire.

Remove “redaction” offer on letters sent to external evaluators.

Currently, we offer evaluators the choice to have their letters available to the candidate, confidential and unavailable to the candidate, or provided to the candidate with identifying information redacted. This third choice adds tremendous time and work to our faculty and staff and we do not believe it adds concomitant value to the case or the candidate.