

#4 – ATTACHMENT C

Date: May 7, 2014
 To: All IFO Faculty
 From: Martin Tadlock, Provost and Vice President for Academic Affairs
 Subject: CRITERIA, PROCEDURES, AND TIME LINES FOR TENURE

The decision to award tenure shall be based on the principle of a demonstrated cumulative record of positive performance and professionally competent achievement consistent with the goals and objectives of the university/college/department/program and with the goals of the process outlined in Article 22. The faculty members' record will be evaluated based on all the criteria outlined in Article 22. Completion of the probationary period alone does not mean the standards of tenure have been met. A member of the faculty shall normally be considered for tenure during the fifth year of continuous FTE service in a tenure-earning position. Please refer to Article 25 of the IFOMnSCU Master Agreement for details about the various steps in the process. A timetable for the tenure process is provided below.

2014/2015 Tenure Requests (Article 25)

	IFO suggested the first Friday duty date of 2nd semester for the due date of application & documentation	Progress Report & all Tenure info from Faculty to Department through Chair	Chair/Dept Rec's & Doc to Dean with Copy to Faculty	Dean Summary & Recommendation to faculty	Faculty Meeting w/Dean (if requested) by:	Dean Final Rec. & Documentation to VP with Copy to Faculty	VP Letter to Faculty	Optional Meeting with VP	Faculty Meeting w/VP (if requested) & Provide Written Comments	VP Rec & Doc to President with Copy to Faculty	Faculty Meeting with President (if applicable)	President's Decision to Faculty, copy of decision & documentation to HR file	Faculty Requests meeting with President
Tenure	1-9-15	1-31-15*	2-16-15	2-27-15	3-6-15	3-30-15	4-20-15	4-24-15	5-1-15*	5-1-15*	5-4-15	6-15-15*	1-14-16

*Contractual Dates

J:/Evaluation Procedures/2014-2015 Eval/Tenure Criteria, Procedures 2014-2015 (yellow)