

Reappointment, Promotion, and Tenure

University of Cincinnati

John Bryan

Vice Provost

for Academic Personnel



RPT, an overview

- ▶ **Process**
- ▶ **Appointment/reappointment basics**
- ▶ **Ongoing changes to the RPT system**
- ▶ **Documents you'll use/prepare**
- ▶ **Your rights**



RPT Process

- ▶ **Candidate consults with head & others on how to fulfill requirements of unit RPT criteria**
- ▶ **Candidate prepares & submits the dossier through online e-RPT system**
- ▶ **Explicit prohibition of colleagues' mixing of roles as coach & evaluator**



- ▶ **Review of dossier by 5 levels of review—unless in a single-unit college (Law, Nursing, Pharmacy, Professional Practice; UCL):**
 - /// **Unit committee**
 - /// **Unit head**
 - /// **College committee**
 - /// **Dean**
 - /// **Provost**

- ▶ **All use criteria pre-approved by unit faculty, dean, provost**
 - /// **Criteria can change but old criteria may apply “for a reasonable time”**
- ▶ **All apply criteria only to information in the dossier**
- ▶ **Each review is independent**

Appointment/reappointment Basics

▶ Tenure-track:

- /// Up or out in 7 years
- /// Typical pattern of appointments if all goes well: 3 - 2 - 2
- /// Reappointments for 1 year signal trouble
- /// Early tenure: only in “exceptional” cases; early promotion slightly more common
- /// Terminal-year review: uncommon



- ▶ **Non-tenure track:**
 - /// **Indefinitely renewable**
 - /// **Process identical to TT for first 7 years. Thereafter may be eligible for expedited reappointment with no dossier submission**
 - /// **Generally may be refused reappointment for only 3 reasons: failure to meet criteria, lack of program need, lack of budget**

Ongoing changes to RPT system:

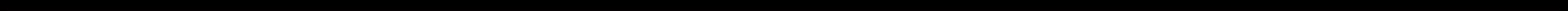
▶ E-RPT

- /// Expansion of College of Medicine system
- /// Pilot: AHS, CCM, CEAS, DAAP, UCL
- /// Now: A&S, Law, LCB, Pharmacy, UCBA
- /// By spring 2013: All others



Documents You'll Use/Prepare

- ▶ **Collective Bargaining Agreement**
 - /// Sets framework for process, appeals, grievances
- ▶ **Unit-level RPT criteria**
 - /// Must be approved every 5 years by dean & provost—not a rubber stamp
 - /// Must be the only basis of evaluation
 - /// Applying other criteria is a procedural error
- ▶ **Provost's Guidelines**
 - /// External reviews



Dossier preparation

- ▶ **Consult with department head long before submitting your dossier**
- ▶ **Follow unit criteria & procedures scrupulously!**
- ▶ **Follow Provost's guidelines**
- ▶ **Be wary of excessive guidance from colleagues**
- ▶ **Write an honest, reflective self-evaluation**



- ▶ **Include comprehensive peer & student evaluations**
- ▶ **Recognize that the dossier should be forward-looking as well as backward-looking**
- ▶ **Include annual performance reviews**
- ▶ **Make no changes after submission except to add new materials**



Your rights

- ▶ **To have access to criteria and schedule**
- ▶ **To be mentored by the unit head, including annual performance reviews**
- ▶ **To have the dossier as the sole basis of evaluation**
- ▶ **To have the unit criteria as the only criteria applied to the dossier**



- ▶ **To add materials to the dossier even after submission to the department committee**
- ▶ **To receive copies of anything added to the dossier, including reviewers' letters, in a timely manner**
- ▶ **To respond in writing to anything added to the dossier**

- ▶ **To seek reconsideration at the first level of negative recommendation**
- ▶ **To receive timely notices of recommendations and decisions**
- ▶ **To seek correction of procedural errors in the process**
- ▶ **To grieve unresolved procedural errors**

Finally

- ▶ **Remember that you have primary responsibility for much of this process and for preserving your rights**
- ▶ **This is a very fair process**
- ▶ **Procedural errors are rare**
- ▶ **When errors do occur, don't wait**
- ▶ **Trust the system**

