

#### **4.15 / Tenure and Promotion - Guidelines and Criteria**

Guidelines and criteria related to tenure and promotion are developed by the college/school/University Libraries faculty and in some instances the department faculty. They are approved by all the constituencies involved in the review process, including initiating faculty, the college/school/University Libraries faculty, the college/school/University Libraries dean, the University Tenure and Promotion Committee and the Provost and Senior Vice President. The subsections that follow identify the guidelines and criteria that are operative at the University level. Reference is also made to college/school/University Libraries guidelines and criteria.

##### **General Policies for the Awarding of Tenure:**

The judgments of all faculty committees in tenure decisions are to be based on the academic credentials, qualifications, and merits of the candidate. These judgments will always be made primarily at the departmental and college/school/University Libraries levels. Ranking of candidates for tenure is neither necessary nor appropriate.

##### **College Guidelines and Criteria:**

Detailed guidelines and statements of criteria for tenure and promotion have been adopted by all the colleges/schools/University Libraries, and in some instances at the departmental level. Each statement should include explicit statements of expectation for teaching, librarianship, research, scholarship, or creative activities, and academic and professional service. These statements should define the relative significance of different activities within each area a

the current guidelines can be used in place of the earlier guidelines only if both the candidate and the department agree.

In cases where department and/or college/school/University Libraries policy contradicts University Policy, the appropriate department administrator, the dean of the college/school/University Libraries, the college/school/University Libraries Tenure and Promotion Committee and the Provost and Senior Vice President will be notified by the University Tenure and Promotion Committee that the contradiction needs to be corrected, and that the University policy will take precedence until the correction is in place.

**University Guidelines and Criteria:**

undergo review for tenure during their sixth year of employment at Wichita State University unless their employment at the University is to be terminated at the end of their seventh year of service. Those individuals given credit for prior experience in higher education at the time of initial appointment shall undergo review for tenure according to the policies stated.

Expectations of performance in and the relative importance of (1) teaching; (2) librarianship, research, scholarship, or creative activities; and (3) service will be defined at the time of the initial appoi

