Compelling Case for Early Tenure and Promotion in CAL

To present a compelling case for early tenure and/or promotion to associate professor, a faculty member must have completed at least four years as an assistant professor at JMU and be evaluated by the AUH and AUPAC as “Excellent” in teaching and scholarship with a ranking in service of at least “Satisfactory” annually. The faculty member must also be esteemed in the discipline, as attested by at least three letters of recommendation from prominent people in the discipline.

To present a compelling case for early promotion to full professor, a faculty member must have completed at least four years as an associate professor at JMU and be evaluated as “Excellent” in teaching, scholarship, and service. The faculty member must also be esteemed in the discipline, as attested by at least three letters of recommendation from prominent people in the discipline.

A faculty member who wishes to apply for early tenure and/or promotion should first consult with her/his director/head, indicate in writing her/his intention to apply, and have a formal consultation with an associate dean about the appropriateness of her/his candidacy by March 1 of the academic year immediately preceding her/his application. The associate dean will review the faculty member’s credentials (including a vita and annual evaluations from the director/head and prior evaluations of the AUPAC, if relevant) to advise on the candidate’s consistent pattern of excellence. This “consistent pattern of excellence” must include ratings of “Excellent” in both teaching and scholarship (for tenure and/or promotion to associate professor) or “Excellent” in
teaching, scholarship, and service (for promotion to full professor) by the director/head (and the AUPAC, if relevant) for the three years available to the associate dean at the time of her/his review and for four years when the director/head (and the AUPAC, if relevant) conduct reviews. The associate dean will provide written advice to the faculty member on the efficacy of her/his candidacy by April 1; a copy of the associate dean’s letter will be sent to the candidate’s director/head and departmental/school AUPAC at the same time.

Assuming the associate dean believes that the candidate’s early application might be successful, the associate dean will choose the above mentioned “prominent people in the discipline” from lists submitted by the faculty member at their formal meeting and by her/his colleagues in the department/school. The associate dean will solicit those recommendations by April 15, using the forms attached.

Outside reviews will be held confidential; they will be examined by the AUH, the AUPAC, and the dean when considering the application for tenure and/or promotion, but they will not be shared with the faculty member. The faculty member waives the right to see the recommendations by submitting an early application.

The college guidelines for tenure and promotion, posted on the college website at www.jmu.edu/cal/wm_library/TenurePromotionGuidelines.pdf, are also attached.