

GUIDELINES AND INFORMATION REGARDING THE TENURE, PERMANENT STATUS  
AND PROMOTION PROCESS FOR 2015-2016

<http://www.aa.ufl.edu/tenure/>

March 1, 2015

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I. ABOUT TENURE, PROMOTION & PERMANENT STATUS EVALUATION  
PROCESS

**Deadline for University Level Review: January 15, 2016**

1. The governing regulations and collective bargaining provisions on tenure, promotion and permanent status can be found in:
  - a. Faculty not in bargaining unit: University of Florida Regulations (Regulations) 6C1-7.003, 7.010, 7.013, 7.019, for faculty; and 6C1-7.025 and 6C1-6.009 for County Extension Faculty (<http://regulations.ufl.edu/chapter6/> and <http://regulations.ufl.edu/chapter7/>); and
  - b. Faculty in bargaining unit: Collective bargaining agreement at <http://www.hr.ufl.edu/labor-relations/union.asp>, and relevant Regulations above.

Please reference these documents for more complete information on the evaluation process. Each year eligible faculty should receive a notice of the availability of these “Guidelines,” including the related “Promotion, Tenure, and Permanent Status Template,” departmental and college clarifications of the University criteria, and any other relevant materials. Departmental clarifications of University criteria must be posted on department and college websites, made available in department and college offices, and provided to the Office of Academic Affairs. The only materials that can be considered in the evaluation process are those contained or referenced in the packet. The absence of information or materials that are not required in the packet will not be held against the candidate.

The Template is available to faculty by logging onto MyUFL and navigating to >Main Menu >My Self Service >UF Faculty Promotion & Tenure >Promotion & Tenure Packet >Packet Template with Activity. The resulting Word file may be downloaded and completed according to the instructions.

It is the responsibility of the faculty member to see that her/his packet is complete and contains all the information pertinent to his or her case. The department chair should provide advice on the preparation of the packet, and the candidate is also encouraged to seek advice from her/his faculty mentor or other individuals knowledgeable about the process.

References to “days” in these “Guidelines” mean calendar days.

Except for those whose promotion is finalized by a dean, all candidates must use the online workflow system: Online Promotion and Tenure, or “OPT.”

2. The University’s criteria for granting tenure, promotion, or permanent status shall be relevant to the performance of the work that the faculty member has been employed to do and to his/her performance of the duties and responsibilities expected of a member of the university community. These criteria recognize three broad categories of academic engagement:
  - (A) Teaching – Instruction, including regular classroom teaching and distance/executive/continuing education, direction of theses and dissertations, and extension education programs.
  - (B) Research – Research or other creative activity including peer-reviewed publications.
  - (C) Service – Public and professional.

All tenure track faculty will have no less than 10 percent of their time assigned to research. Each faculty member shall be given assignments that provide equitable opportunities, in relation to other faculty members in the same department, to meet the required criteria for promotion, tenure, and permanent status. Extension contributions in academic service may be inclusive of the three broad categories described above.

3. In most cases, tenure and promotion require distinction in at least two areas, one of which shall be that of the faculty member’s primary responsibility, and those areas should be teaching and research unless the faculty member has an assignment that primarily reflects other responsibilities, such as the Cooperative Extension Service. Merit should be regarded as more important than variety of activity. “Distinction” in the categories is defined by the University and clarified by each college and department in terms tailored to the college and to department disciplines and consistent with University standards.
4. A faculty member in an eligible position must request to be nominated for tenure no later than the beginning of the last year of the tenure probationary period, although consideration can be given when the candidate’s record is ready (a determination made by the faculty member in consultation with the chair).

The tenure or permanent status probationary periods in each unit are as follows:

- College of Agricultural and Life Sciences – 7 years (tenure; or permanent status for Extension faculty)
  - College of Business Administration – 7 years
  - College of Dentistry – 7 years
  - College of Design, Construction, and Planning – 7 years
  - College of Education – 6 years
  - College of Engineering – 6 years
  - College of Fine Arts – 7 years
  - College of Health and Human Performance – 7 years
  - College of Journalism and Communications – 6 years
  - College of Law – 6 years
  - College of Liberal Arts and Sciences – 7 years
  - College of Medicine – 10 years
  - College of Nursing – 7 years
  - College of Pharmacy – 7 years
  - College of Public Health and Health Professions – 7 years
  - College of Veterinary Medicine – 7 years
  - Florida Museum of Natural History – 6 years
  - University Libraries – 7 years
5. The annual evaluation cycle officially begins on July 1<sup>st</sup> although solicitation of external letters and preparation of packets should begin earlier. Department and college level review normally is complete by late December. Packets go to the university level in January of the following year. Normally, presidential decisions on promotion are communicated in mid-May and tenure decisions are made by the Board of Trustees in mid-June.
  6. Tenure awarded to a candidate in this cycle will be effective July 1, 2016 for 12-month faculty and at the beginning of the 2016-17 academic year for 9-month faculty. Permanent status awarded to a candidate in IFAS will be effective July 1, 2016. Promotions will be effective at the beginning of the 2016-17 academic year for 9 and 10 month faculty and on July 1, 2016 for 12 month faculty.
  7. An eligible faculty member may initiate the application for promotion whenever s/he believes s/he has met the criteria for promotion by notifying the department chair before the annual evaluation cycle begins on July 1<sup>st</sup>.
  8. The award of Distinguished Professor follows the same calendar cycle and uses the same packet format as that for tenure and promotion. Please refer to separate guidelines issued each year by the Provost for the Distinguished Professor award. The award process will use the OPT system.

## II. ELIGIBILITY FOR TENURE AND PERMANENT STATUS

1. Only those employees who are classified as instructional and research faculty with the rank of assistant professor, assistant curator, assistant librarian, or above and who are employed in a tenure-accruing position are eligible for nomination for tenure. Tenure is normally held in an academic department. With the written consent of the Provost, the

tenure of a faculty member may reside in a center or institute when the teaching, research, and other duties of the faculty member necessitate such a designation.

2. Only those employees who are classified as faculty with the rank of Extension Agent I or above and who are employed in a permanent-status-accruing position under the provisions of University regulations are eligible for nomination for permanent status.
3. Tenure or permanent status may be granted in the faculty ranks, but not in administrative positions.
4. For purposes of calculating the tenure or permanent status probationary period, one year of academic service means employment during at least thirty-nine (39) weeks of any twelve (12)-month period beginning with the fall term. Employment for one semester (or its equivalent) constitutes one-half year of academic service. A 12-month faculty member should have been employed by November 7<sup>th</sup> for the first academic year of employment to count as one year of eligibility.
5. No tenure or permanent-status earning time shall be accrued during a semester leave of absence without pay or a reduced FTE appointment, unless the faculty member is on a joint appointment or exchange or a special assignment for the benefit of UF, or the primary purpose of the leave is to conduct research, or there is an agreement to the contrary in writing between the faculty member and the appropriate senior vice president entered into prior to the commencement of the leave. Such requests should be included in the request for leave of absence or reduced FTE and processed through appropriate administrative offices.
6. A one-year extension of the tenure probationary period may be requested if the faculty member becomes a parent or develops significant care responsibilities for a spouse or domestic partner, great-grandparent, grandparent, parent, brother, sister, child, grandchild, or great-grandchild of the faculty member, her/his spouse or domestic partner, or the spouse or domestic partner of any of these. Any faculty member requesting an extension of the probationary period must make the request in writing, with documentation, to the department chair. In-unit faculty must make a request no later than March 1<sup>st</sup> prior to the final year of the probationary period. Out-of-unit faculty must make the request within 3 months of the event and no later than 15 months prior to the end of the probationary period. A form is available at <http://www.aa.ufl.edu/tenure> The chair must forward the request to the dean with a recommendation that it be approved or disapproved; the dean will then forward to the Provost with a recommendation. The Provost has final authority to approve the request.

### III. PROCEDURES

1. If the candidate holds a tenure-accruing position in a department or center, then s/he should request that the chair or director initiate the promotion and tenure process. In those colleges in which there are no departments or in which the departments are so small that the college has chosen to forego the departmental review, the dean shall initiate the process. In such colleges, a secret ballot of the eligible faculty members of the college shall be taken in lieu of the secret ballot of the department or unit eligible faculty. The chair, director, or dean will initiate the process upon the request of an eligible faculty

member, regardless of the time the faculty member has spent in rank. Faculty members are advised to consult with senior faculty and the chair, director, or dean before making this request.

2. Letters of evaluation must be available to the candidate for review unless s/he waives her/his right to view the solicited letters of evaluation; candidates must execute the waiver statement in the OPT system before letters of evaluation are solicited. Evaluators must be notified in the solicitation letter whether the candidate chose to execute or decline the waiver.
3. The evaluation packet must be completed by the faculty member prior to the unit review, and it is the faculty member's responsibility to see that the packet is complete. This means that the candidate must (a) review the packet to insure that it contains all the information the faculty member believes is pertinent to her/his nomination and is accurate; and (b) certify in the OPT system that the packet is ready to be reviewed. The candidate may make copies of the packet from the OPT system (except for any evaluation letters, if the faculty member has waived her/his right to see them). The candidate is not required to provide any additional materials beyond those listed in the template referenced in Section VIII below.
4. After the candidate has verified her/his packet, no materials can be added to, deleted from, or changed in it without the candidate's consent except inadvertent omissions, assessments by committees or administrators charged with review, or clarifications and documentation of assertions made by the candidate when requested in writing by official reviewing bodies. The OPT system will notify candidates of any other additions, deletions, and/or changes to the supporting materials in the packet made by anyone other than the candidate, and the candidate must approve these before they will be visible to reviewers.
5. The candidate may add or change information in the packet at any time prior to the final decision on promotion or tenure. The candidate should provide the changes to the Department OPT Administrator (prior to the departmental vote) or to the College OPT Administrator (once the packet is at the college). The OPT system will flag any such additions or changes as "New" or "Change," note the date they were entered, and record the name of the person making the adjustment. The packet must contain all required materials after any additions or changes.
6. If a department uses a committee to provide a written assessment of the packet (note that written committee assessments are not required), the committee will submit this to the department chair, who will share it with the eligible department faculty before they meet to discuss and make their individual assessments.
7. Eligible unit faculty shall review the packet and should normally meet to discuss the nomination before a secret ballot is taken. Such discussions and the materials reviewed must be confidential. Violation of confidentiality will be considered a breach of the integrity of the process and will be treated as misconduct. **A secret ballot of the unit faculty eligible to vote shall be taken no earlier than one day following the meeting.** If unit policy provides for input from another unit in which the nominee holds an appointment, whether it is in the form of written comments or a vote by the secondary

unit, that input shall be advisory only. (Note that the voting process is not part of the OPT system. However, departments that wish to use a secure online voting system can contact Kris Kirmse, Director, Information Technology, at [krisk@ufl.edu](mailto:krisk@ufl.edu) for information on available online voting systems.) The departmental OPT administrator will enter the results of the secret ballot in the OPT system.

8. Once the unit faculty have registered their assessments of the candidates, their role in the process is complete and they will no longer have access to the OPT system. The promotion and tenure process is a personnel evaluation, and as such chairs should not communicate any results of assessments, other documentation such as chairs' letters, or final decisions about individual faculty with others in the unit.
9. Faculty who are in phased retirement are not eligible to vote on tenure nominations. However, they may vote on promotion nominations in accordance with university procedures. Faculty participating in the Deferred Retirement Option Program (DROP) may vote on both tenure and promotion nominations in accordance with university procedures. Chairs, unit heads, deans or associate deans who participate in the formal tenure or promotion evaluation process in the Health Sciences, IFAS, or the College of Law may not participate in the secret ballot process in their department or unit.

Note that relatives, including those who live in the same household, may not be involved in evaluating one another and a plan mitigating the conflict of interest must be in place. The missing assessment may be registered as "abstain" and an explanation for the abstention provided in the chair's letter.

10. The nomination must go to the college level for consideration unless the candidate chooses to withdraw her/his nomination. Before being opened to college review, the chair's or director's letter and the unit individual assessments must be included in the packet. The number of individual faculty assessments must equal the total number of eligible unit faculty. The chair must indicate in the packet endorsement or lack of endorsement of the nomination, and explain any assessment results that total more than 20% negative, absent, or abstain.
11. The dean or director and a college-level fact-finding committee review the nominations. The college tenure and promotion committee will be composed of tenured faculty members of the college holding faculty titles at the associate rank and above. For colleges that are out of the bargaining unit, committees that evaluate promotion in the non-tenure accruing faculty titles may include faculty at the associate rank (and equivalent) and above. For evaluation ranks, see attached Appendix A.
12. The eligible members of the college committee shall provide recorded individual assessments to the dean or director as part of its fact-finding and consultative role. An individual assessment shall consist of a committee member's indicating whether or not the candidate meets the criteria for tenure, permanent status, and/or promotion within that college. The individual faculty members making the assessment shall not be identified. The college committee's individual assessments will be submitted to the candidate and to the University's Academic Personnel Board via the OPT system.

13. The dean/director must indicate in the packet endorsement or lack of endorsement for the nomination before it can be opened to the University-level review.
14. The candidate will be informed of the recommendations at each level of the process and allowed to respond, although the time frame varies. See sections IV and V below for specific information. The OPT system will provide notices automatically via email, according to the appropriate time frame.
15. At the university level, the Academic Personnel Board serves in a fact-finding and consultative role to the President on all nominations received from the deans and directors. The Academic Personnel Board will review the candidates' nomination packets and report to the President on the strengths and weaknesses of the records. If there are questions about a nomination packet the questions will be entered into the OPT system and all parties notified via email. Responses must be uploaded into the OPT system.
16. The President makes the final decision concerning promotion and permanent status nominations. He makes a recommendation concerning tenure nominations to the Board of Trustees. Tenure decisions are made by the Board of Trustees, typically in June.
17. Faculty members being considered for tenure prior to the last year of their tenure probationary period or faculty being considered for promotion may withdraw, without prejudice, at any stage of the review process if no official action in the form of written communication regarding denial has been taken on the nomination. In those cases where the official decision of the President does not support tenure or promotion, the President (or designee) will notify the relevant dean prior to taking official action. The dean will notify the department chair and candidate at least 10 days prior to the official decision in order to allow the candidate to withdraw and resign if she or he so chooses. All cases of withdrawal and resignation prior to an official decision require written mutual agreement between the faculty member and the appropriate chair or director.
18. In the case of a denial, the nominee shall be notified in writing by the President (or designee) of the denial and reason(s) for denial. Copies of the notice of denial by the President will also be sent to all pertinent administrators. If the denial was for the award of tenure or permanent status at the end of the probationary period, the academic unit responsible for the nomination must send a separate notice of non-renewal to the faculty member unless the department concurs in a withdrawal and resignation by the faculty member. Units should contact Human Resources Employment Relations office for the format for letters of non-renewal.

NOTE: Notice of denial and any follow-up will occur outside of the OPT system.

#### IV. ADDITIONAL INFORMATION FOR CHAIRS AND DIRECTORS

1. The department chair should inform the nominated faculty member well in advance about deadlines in the evaluation process.
2. Regarding packet Section 10 (Teaching Evaluations): Course evaluation summaries from <http://www.evaluations.ufl.edu/evals> will auto-populate in the OPT system template in

10(A). Peer evaluations should be inserted in the template at 10(B). Peer evaluation is desirable, but not required. If the nominee is assigned teaching but teaching evaluations are not available, an explanation should be provided regarding their absence. This may occur for those faculty receiving low FTE teaching assignments to supervise graduate committees or to do guest lecturing for courses. If the nominee is a guest lecturer, please indicate the number of lectures given for each course. Do not include written comments from students obtained as part of the course evaluation procedure.

3. Regarding packet Section 11 (Education Portfolio). This section is for those units where faculty are expected to develop portfolios in which they document excellence in educational scholarship, leadership and service. Include the recommended portfolio from the candidate's college, if available.

Faculty such as Lecturers whose primary assignment is in teaching and service may also use this section to include **illustrative examples** of materials that document the instructional accomplishments described in Section 9. Select sample materials carefully: the quality of the materials is much more important than their quantity.

4. Regarding packet Section 28 (Chair's/Director's (or Appropriate Administrator's) Letter): **The chair's/director's (or appropriate administrator's) letter should be no more than four pages, single-spaced.** The letter should be written after the review and assessment at the unit level, but before being sent to the next level. This letter should provide an explanation of the quality of the candidate's work in all areas with reference to the department's written discipline-specific clarifications of the University's tenure and/or promotion criteria, describe the quality of the journals or other venues in which the candidate has published, assess creative works, and provide insight into the nomination for the benefit of the committees that will be reviewing the packet. In addition, the administrator should address the strengths and weaknesses of a candidate's case, as appropriate.

Since many reviewers within the university may not be experts in the nominee's field, information should be given regarding the review process for publications, the significance of any awards, the quality of the candidate's service contribution, and any other clarifications which will assist the reviewers in evaluating the materials, including an explanation of how a senior author is determined. The letter should also explain the role of graduate assistants, post-docs, residents, fellows and/or interns in publication(s), and in research. The chair's or director's letter may explain unusual assignments or unique contributions, and must address negative, abstaining or absent votes when they are 20% or more of the total.

The letter should describe the process of departmental review and selection of outside evaluators. Any actual or perceived conflicts of interest should be addressed.

If the candidate lists software, videos, CD ROM's, etc., the chair/director should include an evaluation of the product and note the candidate's contribution to its development and the product's contribution to the field. Solicited letters of evaluation may also be used to obtain peer review of such products.

When the chair/director addresses the candidate's accomplishment in the instructional area, s/he should also include information on the quality of advising, including dissertation advising.

Some research center faculty and IFAS faculty at research centers may also have letters from center directors. These letters are to be included in Section 33, "Further Information."

5. Submission of the Chair's/Director's Letter. The chair/director must provide candidates with a copy of her/his letter by uploading the letter into the OPT system. The candidate has ten days thereafter to submit an official written response if s/he chooses to do so by uploading the response in the OPT system. The packet will not advance to the next step until the candidate either submits an official response, indicates in the system that s/he will not respond, or 10 days have passed, whichever is first. Note that adding an official response should be reserved for addressing differences with the chair's findings; faculty should not upload letters agreeing with or thanking the chair for support.

Before the OPT system will transmit the packet to the college level review, the chair's or director's letter and the unit individual assessments must be included. The number of individual faculty assessments must equal the total number of unit faculty eligible to vote. The chair must indicate in the packet endorsement or lack of endorsement of the nomination by checking the appropriate box on the Cover Sheet in the OPT system.

6. Regarding packet Section 31 (Bio-Sketches & Letters of Evaluation): Those from whom letters of evaluation are solicited must be notified of the possibility that a copy of the letter will be sent to the faculty member unless s/he has executed a written waiver. To aid in the preparation of the bio-sketches, the unit may wish to ask for copies of the evaluator's *vitae* when soliciting input. All letters in the packet must be in English in the original version.

**All solicited letters that have been received must be included in the packet.**

University reviewers consider conflict of interest when assessing the weight given to a letter of evaluation and it is therefore important that the candidate and unit administrators realize that the quality and independence of the letters and their writers play an important role in tenure and promotion decisions. Letters from individuals who have or have had a personal, professional, or mentoring relationship with the candidate could create a conflict of interest. The guiding principle is whether the individual stands to benefit from the success of the candidate, either professionally or personally. In general, for example, this includes those who have shared a common grant or coauthored a publication within the previous 5 years, or those who served as dissertation advisor or post-doctoral supervisor, or were close collaborators. Exceptions can be made in the case of very large national clinical trials where multiple authors have a very distant relationship or in the case of serving on national research or service panels. This is not meant to exclude individuals who have a familiarity with the candidate because of professional contact in a community of scholars.

Note: It is not appropriate to argue that a discipline or field is so small that everyone in that community presents a demonstrable conflict of interest and, would, therefore, be excluded by this approach. Scholarship of the quality that is commensurate with success in the promotion and tenure process should have a substantial impact, beyond any small community of scholars.

If a reviewer has a potential conflict of interest, the chair must explain the rationale for using that reviewer.

“External” letters should not be solicited from individuals currently employed by the University of Florida or persons previously employed in the past 10 years whose term at UF overlapped that of the candidate.

The focus of the letters of evaluation should be to present evidence of recognized contributions and not simply to support or recommend. Letters should evaluate the candidate’s record holistically to determine if it supports the claim that the candidate’s work has made a substantial impact in the field, as well as being nationally and/or internationally recognized.

Outside letters should normally be written by faculty of higher rank than the candidate. Letters from faculty who are at the top of the candidate’s field and at the very best institutions are particularly valued. The emphasis should not be on the number of letters solicited, but on the quality of the reviews.

Faculty in non-tenure-accruing titles whose assignments have been solely in teaching and service or whose promotion will be decided based almost solely on their performance in teaching and service may substitute letters of evaluation from within the University for the outside evaluations discussed above.

A copy of a typical letter requesting the letters of evaluation should appear in the packet in Section 30.

Faxed letters of evaluation may be used; simply scan them into PDF form and upload in OPT as you would any other letter.

7. For the appropriate process to use when soliciting external letters of evaluation for faculty in the bargaining unit, see Article 19, Collective Bargaining Agreement. For faculty not in the bargaining unit, the chair should work with the candidate to generate a list of potential outside evaluators. A sufficient number of outside evaluations should be sought so that the packet includes at least five letters from outside the university.

## V. ADDITIONAL INFORMATION FOR COLLEGE COMMITTEES AND DEANS

1. College criteria should be written to clarify the expectations for promotion, permanent status, and tenure. A definition of distinction should be included. The documents should state clearly that they are intended to clarify the department’s/center’s and/or college’s application of the University criteria and not to change or modify the University criteria. The Provost’s Office and college faculty should have access to the document.

2. For faculty in the bargaining unit, the same promotion procedures are used for faculty holding tenure and non-tenure accruing titles. For faculty not in the bargaining unit, the same promotion procedures are used for faculty holding tenure and non-tenure accruing titles, with the exception of promotions for those holding faculty positions as Assistant In or Associate In. These promotions can be decided by the college dean or unit chief administrative officer and do not need to be forwarded to the President or entered in the OPT system. In either case, evaluations of those faculty members will be based on assigned duties and responsibilities with the understanding that some assignments may be all or mostly devoted to one activity.
3. The OPT system will notify the candidate and chair/director automatically when the college committee assessments have been entered in the system.
4. Regarding packet Section 29 (Dean's Letter): The letter from the dean should be written after the results of the review at the college/unit level, but before the packet moves to the next level.

After reviewing the materials, the dean should write a letter conveying his or her recommendation to the President. The dean's letter serves as an evaluation of the nomination, and must convey the dean's endorsement or lack of endorsement of the nomination, and explain/clarify exceptional assignments, unique contributions, or negative, abstaining or absent assessments if these are more than 20% of the total.

The dean must provide this letter to the candidate and the department chair/director by uploading it into the OPT system. The candidate has ten days thereafter to request a meeting with the dean or to submit an official written response by uploading it into the OPT system. . Any such response shall become part of the packet. The packet will not move to the next step until the candidate either submits an official response to the dean's letter, indicates in the OPT system that s/he will not respond, or 10 days have passed, whichever is first. Note that adding an official response should be reserved for addressing differences with the dean's findings; faculty should not upload letters agreeing with or thanking the dean for support

5. The dean/director should indicate endorsement or lack of endorsement by checking the appropriate box on the Cover Sheet in the OPT system.

## VI. TENURE UPON APPOINTMENT

1. Under exceptional circumstances, an award of tenure may be recommended to the Board of Trustees at the time of initial appointment to the rank of Associate Professor or above.
2. Requests for tenure upon appointment should be submitted to the Provost **before** the candidate's appointment commences.
3. Requests for tenure upon appointment should be accompanied by a statement of reasons for the request and supporting documentation, including a statement justifying the special circumstances that warrant granting tenure as a condition of employment, the candidate's complete *curriculum vitae*, letters of reference if available, and the vote on tenure of the

appropriate department/unit faculty. Recent teaching evaluations should be included, if appropriate and available.

4. Approved requests for tenure on appointment normally will be submitted for final decision to the first Board of Trustees meeting following the acceptance of employment.

## VII. ANNUAL EVALUATION PROCESS

1. Each faculty member shall be evaluated in writing at least once annually on the basis of an assessment of the individual's total performance in fulfilling her/his assigned duties and responsibilities to the University. The evaluation shall precede and be considered in making recommendations and final decisions on tenure, permanent status, or promotion.
2. In addition, each college and equivalent academic unit shall establish a mentoring program for faculty in the tenure probationary period. This must include consultation assessing the faculty member's progress toward tenure. No college or equivalent academic unit mentoring program shall require any written assessments by the mentor.
3. Depending on the length of the probationary period, a mid-term review should be conducted for any faculty members in the tenure probationary period during spring of the third or fourth year of academic service. Each college must establish procedures for conducting the review. Such procedures must require that each candidate prepare a tenure packet (without external letters). A departmental committee of tenured faculty, the department chair or equivalent administrator, and the dean or equivalent administrator must provide an evaluation of the faculty member's progress toward meeting the criteria for tenure. The outcome of the review shall be shared with the faculty member evaluated. A separate letter of annual evaluation should be prepared which addresses annual performance.

## VIII. USING THE TEMPLATE

The instructions relating to specific content for the various sections of the packet are contained in the "Promotion, Tenure, and Permanent Status Template," incorporated herein by reference and available through the OPT system and at <http://www.aa.ufl.edu/tenure>. All packets must conform to the "Template." **Deadline for University Level Review: January 15, 2016.**

## APPENDIX A

### **Guidelines for Eligibility for Voting on Promotional Rank<sup>1</sup>**

University of Florida – As Revised January 5, 2015

Equivalent faculty titles are listed across at each level. Titles may vote for promotion for those titles in the series below each section. I.e., Professor, Clinical Professor, or Curator may vote on all other faculty titles; Assistant Professor or equivalent is eligible to vote on all Specialty titles, PKY or Extension titles, and General titles, regardless of their rank; Master Lecturer may vote on Lecturer or Associate In, etc. Units may not have faculty in all title series, or may only have faculty in specific title series (such as the PKY Developmental Research School). Promotion is open only to regularly-appointed faculty.<sup>2</sup>

Professorial Ranks: Faculty in these titles must hold terminal or highest degree in field, or have equivalent professional qualifications.

Professor <sup>3</sup>	Clinical Professor <sup>4</sup>	Curator <sup>5</sup>
Associate Professor	Clin Assoc Prof	Assoc Curator
Assistant Professor	Clin Asst Prof	Asst Curator

Specialty Faculty Ranks: Faculty in these titles may hold terminal or highest degree in field, and/or have professional qualifications, and focus on specific academic functions.

Master Lecturer	Scientist/Scholar/ Engineer	Librarian
Senior Lecturer	Associate Scientist/Scholar/Engineer	Assoc Librarian
Lecturer	Assistant Scientist/Scholar/Engineer	Asst Librarian

PKY Faculty Ranks and Extension Faculty Ranks: Faculty in these titles may hold terminal or highest degree in field, and specialize in academic functions; no equivalent.

PKY Prof	County Extension Agent IV
PKY Assoc Prof	County Extension Agent III
PKY Asst Prof	County Extension Agent II
PKY Instructor	County Extension Agent I

General Faculty Ranks: Faculty in these titles have academic or professional qualifications and perform generalized faculty functions.

Senior Associate In  
Associate In  
Assistant In

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<sup>1</sup> Those holding tenure vote on tenure and those holding permanent status vote on permanent status regardless of rank. Promotion and tenure are separate assessments.

<sup>2</sup> Faculty titles with the following modifiers are not eligible for the University's promotion process: Acting, Adjunct, Affiliate, Joint, Emeritus, Provisional, Visiting, Courtesy, Honorary, Affiliated Clinical, Industry, Multi-Year, or Term.

<sup>3</sup> Includes award titles such as Distinguished Professor, Graduate Research Professor, Distinguished Service Professor, Eminent Scholar, etc.

<sup>4</sup> Includes Clinical Eminent Scholar

<sup>5</sup> Includes Distinguished Research Curator