

Personnel Committee: Report on the “Promotion and Tenure Criteria” document issued by the College-Wide P&B Committee.

The College P&B Committee has issued its “Task Force for Review of Tenure & Advancement” document spelling out in detail the minimum guidelines for consideration for tenure or advancement;

This document was posted on the KCC Website on Nov. 13, 2008. It can be seen by clicking “Faculty & Staff”, then “Faculty”, and then scrolling down to “Governance”. A secondary menu will appear on the right including “Promotion and Tenure Criteria”.

The document is intended to benefit candidates for tenure and promotion by clarifying the standards they must meet and how they can work to meet these standards

For tenure and for each rank, the Task Force document divides the requirements into three broad categories: Teaching, Service, and Scholarly Contributions. Within each category, it outlines a variety of ways to meet the requirements.

For candidates on a tenure track, it offers advice on how an applicant might progress over the years in working toward meeting the tenure application requirements.

In line with the purpose of the Task Force document, the Personnel Committee has the following recommendations:

- Scholarly contributions criteria: (Notes under **Tenure, Advancement to Associate Professor, and Advancement to Full Professor.**) Provision should be made for recognizing accomplishments in creative arts in which contributions are inherently collaborative, as is done elsewhere in CUNY.
- Service criteria: Service credit should be considered for service beyond CUNY departments and local activities to encompass organizational, promotional, and/or editorial work that can be verified.
- Faculty candidates entering a track for tenure or for a promotion, or already on such a track, should receive a letter from the Provost’s office quoting the relevant portions of the Task Force document.
- If there are any standards in the Task Force document that are stricter than their previous counterparts, then those stricter standards should not be applied to candidates who entered the tenure or promotion track in 2008 or earlier.