

Executive Summary of Promotion Policy Changes

The new SRU Promotion Policy has a wide range of changes from the previous policy, including changes to how candidates are evaluated and procedures for the evaluation. The following is a list of the most significant changes as they appear in the Promotion Policy, however all applicants, future applicants, and evaluators are encouraged to read the new policy in its entirety. The pages indicated with each bullet refer to the Policies and Procedures for Faculty Promotion in Rank (approved in 2021).

- By April 15, University Wide Promotion Committee (UWPC) will now inform each applicant of their recommendation (local policy p. 7, 27)
- If any deadlines fall on a weekend or holiday the deadline will move to the subsequent first work day (local policy p. 8)
- A detailed discussion of the narrative as well as guidance for crafting a strong narrative are now included (local policy pp. 9-10)
- Areas of Evaluation added to Effective Teaching to assist applicants in crafting narratives that better capture their excellence and to assist evaluators in more consistently determining excellence (local policy pp. 12-13)
- Boyer's Categories of Scholarship added to Continuing Scholarly Growth and Professional Development to assist applicants in positioning their scholarly production in ways that show connections and relevance to accepted views of scholarship across higher education (local policy p. 18)
- Areas of Evaluation added to Continuing Scholarly Growth and Professional Development to assist applicants in crafting narratives that better capture their excellence and to assist evaluators in more consistently determining excellence (local policy p. 19)
- An enhanced list of potential, unranked scholarship evidence to show support for diverse areas of continuing scholarly growth and professional development (local policy pp. 16-17)
- Areas of Evaluation added to Service to assist applicants in crafting narratives that better capture their excellence and to assist evaluators in more consistently determining excellence (local policy p. 21)
- Ratings in Teaching, Continuing Scholarly Growth and Professional Development, and Service now consist of either "Excellent" or "Needs Improvement" (local policy p. 21)
- Applicants are to be ranked by UWPC using a dense ranking system (i.e. 1,1,1,2,2,3,4,4...) and only to be ranked against others applying for the same rank (local policy p. 22)
- The Department Promotion Committee (DPC) is charged with determining whether an application is incomplete and requesting missing information from the applicant. When the DPC deems an application to be complete, the Department Chair, Dean/Associate Provost/ Manager, and UWPC must evaluate what is submitted.
- The UWPC will now focus their review on each applicant's narrative, rather than each piece of evidence uploaded, referring to the submitted supporting materials in cases where there may be lack of clarity of understanding (local policy p. 26)
- The University's Chief Diversity Office or designee will be invited by the University-Wide Promotion Committee (UWPC) to attend mutually agreed-upon meetings of the UWPC to gain insight into the nature of the evaluation process and the quality of attention given each applicant's candidacy (local policy p. 30).