

Tenure Track Promotion and Tenure

[\(https://policy.uiowa.edu/human-resources/faculty#TenureTrackFaculty\)](https://policy.uiowa.edu/human-resources/faculty#TenureTrackFaculty)

- a. The question of promotion of faculty may be brought up at any time deemed appropriate, but if not considered earlier, it should be brought up for formal consideration between the dean and the departmental executive officer as follows: assistant professors during the final year of the probationary period as defined by the college, and associate professors no later than the seventh year after promotion to that rank. Promotion may take place earlier if the qualifications and promise of the individual concerned warrant such action. Individual faculty members may request review for promotion, tenure, or both, at any time, and shall be afforded such review by the applicable department or non-departmentalized college. The offer letter to a faculty member whose initial appointment will begin at a time other than the start of the fiscal or academic year or who has previous years of service at another institution should specify when the tenure and promotion review will take place.
- b. A candidate for tenure and/or promotion or reappointment shall be evaluated under the relevant, clearly defined standards of the faculty member's academic unit(s) that were 1) in effect at the time of the faculty member's initial appointment or promotion to the rank currently held; 2) any such standards in effect since that time; or 3) any such standards in effect at the time of the evaluation, whichever of these the candidate elects. However, no standards may be applied if they were superseded more years ago than the time specified as normal time at rank (adjusted to account for any extension, family leave, or illness granted to the faculty member). For assistant professors, the normal time in rank is six years, unless the college has established a longer probationary period norm (III-10.5(a)), and for associate professors seven years (see paragraph a above). The candidate shall make an election under this section no later than the end of the academic year prior to the academic year in which the candidate is considered for tenure and/or promotion or reappointment. Absent such election, the standards for evaluation shall be those standards in effect at the end of the academic year before the academic year in which the candidate is considered for tenure and/or promotion or reappointment.