

4.1.10.5

Issued: October 21, 2004

SUBJECT: NON-TENURED FACULTY WHO JOINED BREWTON-PARKER COLLEGE PRIOR TO 2003

The policy to obtain tenure at Brewton-Parker College was modified in 2003 to reflect the academic mission of the college. The following guidelines are for faculty hired prior to 2003.

1. Faculty members holding a terminal degree who were hired prior to 2003 will prepare their tenure portfolio using the same guidelines as people hired after 2003. However, the candidate's professional development will be used to evaluate the Scholarship/Professional Development category unless the position advertisement mentioned scholarship or the faculty member was informed that scholarship was a part of the position.
2. A faculty member hired prior to 2003, holding a terminal degree and with at least eight years of continuous service at Brewton-Parker, may opt for a year-to-year contract or pursue tenure if he or she is no more than six years from retirement and the Division and College agree.
3. A faculty member hired prior to 2003 without a terminal degree and with less than five years of continuous service will need to obtain the terminal degree prior to applying for tenure. If a faculty member comes to the sixth year and has not obtained tenure but has made progress toward the degree, as agreed upon by the chair and the provost, the candidate may ask the Provost for an extension before applying for tenure.
4. A faculty member hired prior to 2003 without a terminal degree and with five years or more of continuous service will prepare a tenure portfolio to be sent to the division chair for evaluation. The chair's evaluation of the candidate for tenure would include the division's academic mission, whether the non-terminal degree fits the mission, and whether the candidate's qualifications would meet or exceed what is expected of other faculty in the division. If the chair's evaluation of the candidate's application for tenure clearly indicates that the faculty member is a vital member of the division and important for the academic mission, then the portfolio will be sent to the Tenure/Rank Committee without prejudice. The Provost and other College representatives would take into account the College's academic mission in their assessments of tenure.

Contact for Interpretation: Provost

This policy statement supersedes all previous policy statements on this subject.