

Advisory on Promotion with the Granting of Tenure

This note is to inform you of the provision in the new contract (now in effect) regarding promotion with the granting of tenure for certain faculty and librarians.

Faculty:

- If you are a faculty member at the rank of Assistant Professor and apply for tenure **during your sixth year**, then you need **only** apply for tenure. If tenure is granted, you will also be promoted to the rank of Associate Professor.
- If you are a faculty member at the rank of Assistant Professor and apply for tenure **earlier than your sixth year**, but you have **at least six years of full-time teaching experience (at least three at a two-year or four-year college or university)**, then you need **only** apply for tenure. If tenure is granted, you will also be promoted to the rank of Associate Professor.

Librarians:

- If you are a librarian at the rank of Assistant Librarian and apply for tenure **during your sixth year**, then you need **only** apply for tenure. If tenure is granted, you will also be promoted to the rank of Associate Librarian.
- If you are a librarian at the rank of Assistant Librarian and apply for tenure **earlier than your sixth year**, but you have **at least four years of full-time experience as a librarian (at least two at an academic or research library)**, then you need **only** apply for tenure. If tenure is granted, you will also be promoted to the rank of Associate Librarian.
- If you are a librarian at the rank of Associate Librarian and apply for tenure **during sixth year**, then you need **only** apply for tenure. If tenure is granted, you will also be promoted to the rank of Librarian.
- If you are a librarian at the rank of Associate Librarian and apply for tenure **earlier than your sixth year**, but have **at least six years of full-time experience as a librarian (at least three at an academic or research library)**, then you need **only** apply for tenure. If tenure is granted, you will also be promoted to the rank of Librarian.

In all cases you will be evaluated by your Departmental or Library Peer Evaluation Committee, and the promotion (and salary increase associated with the promotion) shall be effective on the same date that tenure takes effect. The steps of the evaluation are on page 7 of the personnel calendar:

<http://mscaunion.org/wp-content/uploads/2018/08/2018-2019-Appendix-M.pdf>

Nothing in this provision prohibits you from applying for promotion before applying for tenure.