



The Tenure Clock

All members of the Ordinary Faculty holding the rank of assistant professor or higher who have completed a probationary period of seven years are given permanent or tenured status with the College unless notice is given prior to the conclusion of the sixth year that the seventh year constitutes a final appointment. Normally a decision about tenure is made in the sixth year of full time teaching at an accredited institution of higher education, with credit toward tenure specified at the time of initial appointment.

Time spent on an uncompensated leave of absence may count toward tenure as long as the leave is for scholarly purposes or is clearly related to an individual's development as a faculty member. Sick time, up to six months counts toward tenure. Uncompensated leaves for purposes other than scholarly development or in those cases when the leave is of such a nature that the individual's development as a faculty member cannot be judged, do not count toward tenure.

Reduced loads for reasons other than administrative appointments or other extraordinary service to the college do not count toward tenure.

The Promotion Clock

A minimum of four years' experience in the rank of assistant professor at the College or one of equivalent standing is required for the rank of associate professor and a minimum of five years' experience in the rank of associate professor is required for the rank of professor. Faculty are not eligible for promotion consideration to the ranks of associate and professor in their first year of service at the college.

Time spent on an uncompensated leave of absence may count toward promotion as long as the leave is for scholarly purposes or is clearly related to an individual's development as a faculty member. Sick time, up to six months counts toward promotion. Uncompensated leaves for purposes other than scholarly development or in those cases when the leave is of such a nature that the individual's development as a faculty member cannot be judged, do not count toward promotion.

The Sabbatical Clock

Tenured members of the Ordinary Faculty are entitled to a sabbatical leave after intervals of no less than six years of full-time service as members of the Ordinary Faculty.

Time spent on an uncompensated leave of absence, or administratively approved reductions in load, may count toward sabbatical as long as the leave is for scholarly purposes or is clearly related to an individual's development as a faculty member. Sick time, up to six months counts toward sabbatical. Uncompensated leaves for purposes other than scholarly development or in those cases when the leave is of such a nature that the individual's development as a faculty member cannot be judged, do not count toward sabbatical.

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