

PERFORMANCE REQUIRED FOR PROMOTION

NOTICE

This appendix sets forth the Board of Regents' Standards for Promotion in effect at the time this agreement was signed. The Board of Regents regards standards for promotion and tenure as non-negotiable, and therefore they are not part of the negotiated agreement. They are set forth here for your convenience.

The standards in this appendix are subject to change by the Board at any time and will be effective upon adoption. Check with your department head to make sure that the standards set forth in this appendix remain current.

Changes in Board policy can only be made at public meetings following due notice. At such meetings, the Board receives and considers comments about proposed modifications to Board policy from interested faculty members, students, members of the public, as well as faculty senates, the Council on Higher Education and other organizations.

SOUTH DAKOTA BOARD OF REGENTS

Policy Manual

SUBJECT: Rank and Promotion

NUMBER: 4:11

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4. Minimum Promotion Eligibility Criteria

The minimum eligibility criteria for promotion in rank shall be:

A. Instructor to Assistant Professor (Academic or Technical):

Three (3) years in rank, including at least two (2) in the institution; high level of performance in the areas of responsibilities commensurate with promotion to the rank of Assistant Professor.

B. Assistant Professor to Associate Professor (Academic or Technical):

Four (4) years in rank in the institution; high level of performance in the areas of responsibilities commensurate with promotion to the rank of Associate Professor.

C. Associate Professor to Professor (Academic or Technical):

Five (5) years in rank in the institution; high level of performance in the areas of responsibilities commensurate with promotion to the rank of Professor.

SOURCE: BOR, August, 1979; BOR, June, 1987; BOR, June, 1993; May 2002, December 2002.

All reference to years in rank herein shall mean full-time academic year appointments. Faculty unit members become eligible to apply for promotion during the year in which their length of service will meet the stated requirements, e.g., an assistant professor who had one prior year of university level teaching experience when first hired, will be eligible to apply for promotion during the fourth year of service in rank at the institution, an assistant professor who had no teaching experience when hired will be eligible to apply for promotion during the fifth year of service at the institution, as per § 12.1.

The Board may, at its discretion and upon the recommendation of the administration of the institution, reduce the number of years of service required for eligibility for promotion; provided that prior service credit may not be requested in conjunction with an application for promotion. The grant of prior service credit for purposes of promotion will not thereby reduce the tenure track service requirements stated in § 13.1, though the grant of prior service credit towards tenure pursuant to § 13.2 will operate to reduce the service requirements for promotion under both this section and § 12.1, by the same number of years granted towards tenure.

In addition to the minimum promotion eligibility criteria set forth in this section, to be awarded promotion in rank, faculty members, must meet institutional performance standards for persons holding the rank sought.

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