



TENURE-SYSTEM FACULTY

REAPPOINTMENT, PROMOTION, AND TENURE (RPT)

The College applies unit and institutional policies to evaluate the merit and update the rank/status of our tenure-system faculty according to clearly articulated criteria and standards.

The **tenure track** typically includes 3 stages:

- 1 First probationary appointment** (4 years, starting August 16)
 - *Mandatory review for **reappointment*** (typically 3rd academic year unless extensions granted)
 - + Due date: December 1
- 2 Second probationary appointment** (adds 3 more years)
 - *Mandatory review for **promotion to associate professor with tenure*** (typically 2 years post-reappointment unless extensions granted)
 - + Due date: December 1
- 3 Tenured associate professor stage** (no timeline)
 - Formative **mid-career review** (optional, third year post-promotion or beyond)
 - + Due date: September 30
 - Review for **promotion to full professor** once expectations for rank are met
 - + Due date: December 1



+ **Criteria & standards:**

The [Provost's Memorandum](#) articulates the RPT standards, criteria and expectations for tenure system faculty in research, teaching, service/outreach, and conduct.

- 1) Reappointment:
 - Record of progress toward becoming an expert of national and/or international stature, a solid teacher, and a contributing member of the unit, college, University and/or discipline.
- 2) Promotion to Associate Professor with Tenure:
 - A reasonably long period of sustained, outstanding achievements in scholarship, teaching and service across the mission, consistent with performance levels at peer universities.
 - Sufficiently long record for predicting capacity to grow as an expert of national or international stature and sustain long-term, high-quality professional achievement and University service.
- 3) Promotion to Full Professor:
 - A record of sustained disciplinary excellence and outstanding achievements in scholarship and education across the mission, consistent with performance levels at peer universities.
 - Leadership within the department, college, and institution, and evidence of contributions to a flourishing intellectual life for those in the broader discipline, unit, college and Institution.
 - Sufficiently long record for predicting capacity to continue to grow as an expert of national or international stature and sustain long-term, high-quality professional achievement and University service.
- 4) All ranks:
 - Commitment to the highest standards of professional behavior, and the enablement of a culture and climate that is respectful of all individuals, consistent with University's core values.

+ **Process:**

Multi-level review of the quality and quantity of outcomes, the creativity of the faculty effort, the significance and impact of the faculty member's accomplishments, and commitment to MSU's core values of conduct.

1) Unit's review

- Internal review in the unit (typically during the summer-fall of the review year).
- Submission of the complete dossier to the college (RPT due date is December 1).
- Unit administrator shares their RPT letter at the same time with the faculty, who has 5 business days to respond confidentially to the college (NatSci.RPT@msu.edu) with clarifications, corrections, and/or updates.

2) College's review

- Independent review by the NatSci RPT committee and the Dean (typically during Jan-Feb).
- Submission of dossiers to the Office of the Provost (typically last day of February).
- College shares Dean's letter with the faculty, who has 5 business days to respond confidentially to the college (NatSci.RPT@msu.edu) with clarifications, corrections, and/or updates.

3) Office of the Provost's review

The FASA team and a university committee review the dossiers. The VP for FASA and university committee members meet with the Dean's team to hear the presentation of the cases and clarify any aspects of the review.

4) Last approval steps

Provost's decisions are submitted to the President, and those related to tenure decisions to the Board of Trustees (BOT), for final review and recommendation.

+ Delayed actions and extensions

- **Extensions:** The College assists probationary faculty with requests of automatic and non-automatic extensions to the tenure clock.
 - Due date: Rolling application
- **Delayed actions:** Delay of mandatory review until early fall - Requires prior approval by the Associate Provost and Associate Vice President for Faculty and Academic Staff Affairs.
 - Due date: September 1 (*due to the Provost October 15*)

+ Additional resources

- Available in the [NatSci RPT webpage](#)