

Executive Order No. 6A, 6-9-92, Amended 9-2-92, Revised 7-31-97, 08-10-05, 09-27-05, 07-14-08, 4-21-11; 4-12-13, **Amended 2-9-17, Amended 9-8-20.**

A Procedures

1. Initiation of Recommendations

- a. A recommendation to consider a faculty member for promotion in academic**

~~chancellor for academic affairs.~~ If the candidate holds a joint appointment between two departments or schools or colleges, the primary department, school or college (University of Missouri, Collected Rules and Regulations 320.080) bears the responsibility for recommendation for promotion in academic rank or award of continuous appointment. However, the non-primary department, school or college may prepare a recommendation which shall be

six years, as described in the Academic Tenure Regulations (University of Missouri Collected Rules and Regulations, 310.020). Candidates who are not recommended for promotion to associate professor should not be recommended for continuous appointment. Conversely, while there may be some cases in which an exceptional record warrants promotion to associate professor prior to the awarding of tenure, it should be kept in mind that to make such a promotion seems almost certainly to hold out the promise of tenure. Normally, recommendations for promotion to associate professor and for tenure are made simultaneously.

- c. The promotion and tenure committees may be appointed, elected, or otherwise designated in accordance with the established department, school, or college procedures as long as the procedures are in compliance with the **Curators'****

collected rules and regulations. If other than tenured faculty members are included on the committee, only those who are tenured may participate in making a recommendation for a candidate seeking tenure, except in the case of faculty members emeriti serving on the committee as allowed in Section 320.035.A.1.d

- d. If other than tenured professors are on the committee to consider a candidate for promotion to professor, only the tenured professors and professors emeriti, as allowed below, may participate in making a recommendation for a candidate**

~~written and signed comments to the promotion and tenure committee regarding the candidate being considered.~~

recommendation to the candidate. The candidate may submit a written response within 14 calendar days. If the recommendation is against promotion, continuous appointment or both, the response may also request reconsideration. In the event of a request for reconsideration, the department chair will consider the response of the candidate, issue a written recommendation that addresses the request, and provide a copy to the candidate. The initial written recommendation, any response submitted by the candidate, and any additional written recommendation addressing a request for reconsideration will be forwarded to the next level of review.

~~e. An annual report of promotion and tenure actions approved by the chancellor shall be submitted by the chancellor to the president.~~

c. Review by the college/school promotion and tenure committee

1. The college/school promotion and tenure committee shall provide an independent written evaluation and recommendation on the candidate.

i. The critical question to be addressed during review is the following: Is the candidate qualified to be promoted or to be placed on continuous appointment, according to the criteria outlined in section B Policies.

ii. The college/school promotion and tenure committee shall review the candidate's dossier. The committee also may solicit additional information pertinent to answering the critical question in A 2. c. 1. i above.

iii. The college/school promotion and tenure committee shall ensure adherence to the university-wide standards described in section B Policies.

2. The college/school promotion and tenure committee shall tRO

1. The school or college dean shall provide an independent written evaluation and recommendation on the candidate.

i. The critical question to be addressed during review is the following: Is the candidate qualified to be promoted or to be placed on continuous appointment,

according to the criteria outlined in ME 1% WR GRLQHYhFU DLG

promoted, placed on continuous appointment or both. The provost shall provide a copy of that written recommendation to the candidate. The candidate may submit a written response within 14 calendar days. If the recommendation is against

college, school, or department levels is not sufficient to insure promotion or continuous appointment. The University seeks faculty members who are genuinely creative scholars and inspired teachers and who are dedicated to the pursuit of knowledge and its transmission to others. These high standards are to be observed in the recruitment, promotion, and tenuring of faculty members. All persons and committees making recommendations regarding promotion and tenure will consider the candidate's demonstrated ability to meet these standards.

groups, individuals, and organizations. These faculty members develop

BC Statement of Nondiscrimination

The University of Missouri prohibits discrimination on the basis of race, color; national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, genetic information, disability, protected veteran status, and any other status protected by applicable state or federal law. The University's nondiscrimination policy applies to any phase of its employment process, including decisions regarding tenure and promotion.