

Promotion and Tenure Procedure for CEPS-EOS Jointly Appointed Faculty
Department of Earth Sciences
(Approved October 13, 2015)

The document summarizes the Department of Earth Sciences procedure for considering the promotion and tenure of tenure-track faculty with a 50-50 joint appointment between the Department of Earth Sciences and EOS. These procedures are, and shall remain, consistent with the policies and procedures for Academic Faculty outlined in the Earth Sciences Department Promotion and Tenure Procedures (Oct. 2015), the current USNH-AAUP Collective Bargaining Agreement, and the "Procedures and Criteria for Promotion and Tenure" issued annually by the Vice President for Academic Affairs.

The composition of the Department Promotion and Tenure Committee shall be the same as for Academic Faculty described in the Earth Sciences Promotion and Tenure Procedure. The Department Promotion and Tenure Committee for jointly appointed faculty shall contain at least one tenured faculty of appropriate rank with EOS affiliation. Should a tenured department faculty of appropriate rank with EOS affiliation be unavailable, the department faculty shall, in consultation with the Dean, choose a tenured EOS-affiliated faculty with appropriate rank to serve on the Department Promotion and Tenure Committee, as provided in 13.13.2¹.

As provided by 13.13.4 of the Collective Bargaining Agreement², the Chairperson shall invite advice from faculty not included in the Department Promotion and Tenure Committee, including the EOS Director and Earth Sciences Research Faculty. As provided by 13.15.1 of the Collective Bargaining Agreement³, the Department Promotion and Tenure statement shall include a report of relevant discussions with the EOS Director and Earth Sciences Research Faculty.

Evaluation will conform to the current version of the USNH-AAUP Collective Bargaining Agreement and the criteria described under "Teaching", "Scholarship", and "Service" in the "Procedures and Criteria for Promotion and Tenure". The evaluation will consider the nature of the appointment and the expectations of the position as specified at the time of appointment or subsequently modified by both the Department and EOS.

¹ *With the possible exception of the Chairperson, non-tenured faculty shall not serve on the Committee. In cases where there are fewer than three (3) tenured faculty who are qualified under departmental guidelines to make a particular recommendation, the department faculty may, in consultation with the Dean, choose other department faculty or appropriate faculty from outside the department to serve on the Promotion and Tenure Committee for consideration of those particular cases. (paragraph 13.13.2 of 2010-2015 CBA)*

² *The Chairperson shall undertake an independent evaluation only after inviting advice from faculty who are not included in the department Promotion and Tenure Committee. (paragraph 13.13.4 of 2010-2015 CBA)*

³ *The Promotion and Tenure statement must include the department Promotion and Tenure Committee's recommendation, the Chairperson's recommendation, and a report of any relevant discussions of the Chairperson with students or faculty not on the Promotion and Tenure Committee (13.15.1 of 2010-2015 CBA)*