

A YYh]b['h YgY'á]b]a i a 'ghUbXUfXgž'U'ck g'Vtbg]XYfUh]cb'cZ'Vi h'XcYg'bch' [i UfUbhYYž'dfca ch]cb'UbX'hYbi fY''H\Y'XYdUfha Ybh'YI dYVtg'U''WbX]XUH'g'hc'' YI WYX'h'YgY'á]b]a i a 'ghUbXUfXg''''

II. THIRD-YEAR REVIEW

5'ZUW'hmiá Ya VYf'Uddc]bhYX'k]h'ci h'hYbi fY'g\U''VY'Zcfa U''mfYj]Yk YX'VmUb'ad hoc]h]fX!MUF'hYbi fY'Fyj]Yk '7ca a]h'Y'Zcf'h'Y'di fdcgY'cZ'Yj U'i Uh]b['h'Y' dfcZYggcf]d'fca [fYgg'hck UfX'hYbi fY']b'h'Y'h'fY'WbX]cf]Yg'cZ'hYUW]b[ž'fYgYUfVž' UbX'gYfj]W''H\]g'fYj]Yk 'g\U''VY']b'UX]h]cb'hc'h'Y'bcfa U'Ubbi U'fYj]Yk]b'h'Uh' nYUf'UbX'g\U''VY'UXj]gcfm'hc'h'Y'8YdUfha Ybh'7\U]f']b'Yj U'i Uh]b['h'Y'WbX]XUH'g'hc'' dfc[fYgg'hck UfX'hYbi fY''Bc'j chY'cZ'h'Y'hYbi fYX'ZUW'hmi'k]''VY'hU_Ybž'VYW]i gY'h'Y' df]a Ufmid' fdcgY']g'hc'dfcj]XY'h'Y'dfcZYggcf'k]h'Ub'Yj U'i Uh]cb'cZ'dfc[fYgg'UbX'' Vtbgfi V]j Y'UXj]W'UVci h'gdYV]WbYXg'Zcf'ja dfcj Ya Ybhž'ZUbm''''

H\Y'H\]fX!MUF'Fyj]Yk 'k]''hU_Y'd'UW'Xi f]b['h'Y'Gdf]b['h'Yfa 'cZ'h'Y'ZUW'hmi' a Ya VYf]h]fX'nYUf'cZ'Ya d'cma Ybh'ž'h'k]''VY'XcbY']b'h'Y'Gdf]b['h'Yfa 'cZ'h'Y'Z]fgh' nYUf'cZ'Ya d'cma Ybh'Zcf'h'cgY'k \c'UfY' [fUbhYX'hk c'nYUf'g'hck UfX'hYbi fY'Uh'h'Y'' h]a Y'cZ\]fY'UbX'h'Y'Gdf]b['cZ'h'Y'gYVt'X'nYUf'Zcf'h'cgY'k \c'UfY' [fUbhYX'cbY'nYUf'' Uhi'h'Y'h]a Y'cZ\]fY''7UbX]XUH'g'UfY'UXj]gYX'hc'VY']b'UggYa V']b['á UHf]U'g']b'h'Y' : U''h'Yfa 'df]cf'hc'h'Y'h'Yfa 'cZ'h'Y'dcfhZc']c]g'gi Va]gg]cb''H\Y'H\]fX!MUF'Fyj]Yk '' dcfhZc']c'k]''VY'UggYa V'YX'Vmih'Y'WbX]XUH'UbX'gi Va]h'YX'hc'h'Y'8YdUfha Ybh' 7\U]f'Vmih'Y'YbX'cZ'h'Y'gYVt'X'k YY_']b'ž'Ubi Ufmi'ž'h'k]''Vt'bhU]b'Yj Yfmi'h]b['' fYei]fYX']b'h'Y'i b]j Yfg]h'f]g''hYbi fY'DcfhZc']c'; i]XY']bYg']YI Wdh'h'Y''Yh'Yfg'cZ' Yj U'i Uh]cb''''

H\Y'H\]fX!MUF'Fyj]Yk 'k]''VY'Vt'X'Xi WYX'VmUb'ad hoc'Vt'a a]h'Y'Vt'bg]gh]b['cZ' h'fY'á Ya VYfgž'hk c'cZ'k \ca 'k]''VY'Y'YVWYX'Zcfa 'Ua cb['h'Y'ZUW'hmi'hYbi fYX']b'' h'Y'XYdUfha Ybh''5'h]fX'á Ya VYf'k]''VY'Uddc]bhYX'Vmih'Y'8YdUfha Ybh'7\U]f'Zcfa '' Ua cb['h'Y'hYbi fYX'á Ya VYfg'cZ'h'Y'XYdUfha Ybh'ZUW'hmi'H\Y'h'fY'á Ya VYfg'k]'' Y'YV'cbY'cZ'h'Y]f'bi a VYf'hc'WU]f'h'Y'H\]fX!MUF'Fyj]Yk 'Vt'a a]h'Y''''

H\Y'Vt'a a]h'Y'k]''fYj]Yk 'h'Y'dcfhZc']cž'UbX'h'Y'WU]f'cZ'h'Y'A A

fYdcfĥ']bX]WWh]b['h Uh'h\Ym\Uj Y'fYW]j YX']h' H\Y' H\]fX! MUF'FYj]Yk 'Vĉa a]HYY''
k]''h\Yb'ā YYh'k]h' h\Y' ZJW' hmiā Ya VYf'i bXYf'fYj]Yk ž'k \c'k]''VY']bj]hX'hc''
X]gW'gg'\]g'cf'\Yf'dfc[fYgg''''

H\Y'8YdUfha Ybh'7\U]f'g\U''k f]hY'U''YHf'Yj U'i Uh]b['h\Y'WbX]XUHf'g'dfc[fYgg''
hck UfX'hYbi fYž'Vĉbg]XYf]b['h\Y'WbX]XUHf'g'fYVĉfXž'h\Y'XYdUfha YbhU''Yj U'i Uh]cbž''
UbX'h\Y'fY'Yj Ubh'W]hYf]U''=Z'h\Y'WbX]XUHf'W'ccgYgž'\Y'čf'g\Y'ā UmifYgdcX'hc'h\Y''
fYdcfh'k]h']b'Zj Y'Vi g]bYgg'XUmg'UbX']bW' XY'h\Y'fYgdcbgY']b'h\Y'dcfh'Z']c''H\Y''
8YdUfha Ybh'7\U]f'Zcfk UfXg'h\Y'dcfh'Z']c'k]h' h\Y'fY'Yj Ubh''YHf'fg'hc'h\Y'7c''Y[Y''
Dfca ch]cb'UbX'HYbi fY'7ca a]HYY''''

III. TENURE

A. GENERAL POLICY

HYbi fY'fYVĉ[b]nYg'h Uh'h\Y' ZJW' hmiā Ya VYf'\Ug'UHU]bYX'U'dcg]h]cb']b'h\Y''
X]gW'd']bY'Uddfcdf]UHf'Zcf'U''cb[!hYfa 'ā Ya VYf'cZ'h\Y'UWXYa]Wk cf'X''H\]g''
]bW' XYg'UW]j Y'Ah'

15. gY`Z`W]h]ei Y`cZ`fYV`fXYX`WUggYg"''`
16. Yj]XYbW`cZ [fUbhg`Udd`]YX`Zcfz`k \Yh\Yf`cVhU]bYX`cf`''`
bchz`]b`gi ddcfh`cZ`W`ff]W`Uf`UbX`dYXU[c[]W`''`
XYj Y`cda Ybhz`UbX`#cf`V`UVcfUh]j Y`ZUV`m#gh XYbh`''`
fYgYUfV`z`]ghYX`VmiUa ci bhz`hYfa z`UbX`bUa Y`cZ`''`
Z bX]b[`U[YbV`''`
17. `]gh`cZ [i Ygh`YV`fYg`]b`V`YU[i YgDV`fgYgz`VmV`fgYz`h]hYz`
UbX`XUh`''`

2. RESEARCH

;]j Yb`

...
f`BchY`h`Uh]b`h`Y`Z]Y`X`c`Z`@]b[i]gh]Vg`Vt`bZYfYbW`dfcWYX]b[g`UfY`Vt`bg]XYfYX`
a`U`cf`di`V`]W]h]cbgZ`UbX`di`V`]g\`YX`DfcWYX]b[g`c`Z`fYVt`[b]nYX`@]b[i]gh]Vg`
gcVYh]Yg`g`ci`X`VY`fUb`_YX`Ug`7UhY[cfm&""`
...

3. SERVICE

: UW`imgYfj]W`Ug]M`a`f`S

...cf[Ub]n]b['bUh]cbU'UbX']bHyfbUh]cbU'gYa]bUfg'UbX'Wt`cei]U'
("'cf[Ub]n]b['fY[]cbU'UbX'cW'gYa]bUfg'UbX'Wt`cei]U'
) "'gYfj]b['Ug'a Ubi gW]dh'cf'UVghfUW'fYj]Yk Yf'Zcf'U'di V']g\Yfz'gW'c'Uf'm'ci fbU'z'
cf'dfcZYgg]cbU'Wt'bzYfYbW'
...cf[Ub]n]b['UbX#cf'W'U]f]b['U'gYgg]cb'Uh'U'dfcZYgg]cbU'a'YYh]b[...
+'gYfj]b['Ug'ci hg]XY'fYj]Yk Yf'Zcf'dfca ch]cb'UbX'hYbi fY'WbX]XUH'g'Uh'ch'Yf'
i b]j Yfg]h]Yg'
; "'a Ybhc]f]b['i bXYf[fUXi UhY'cf' [fUXi UhY'ghi XYbhg]b'dfcZYgg]cbU'UW]j]hm]b'
X]gW]d']bYz'gi W'Ug'Wt'bzYfYbW' dfYgYbHUh]cbz'ci fbU'di V']W]h]cbz'Zi fh'Yf'
[fUXi UhY'ghi X]Ygz'dfYdUf]b[[fUbh'cf'ch'Yf'Zi bX]b['Udd']W]h]cbgz'UbX#cf'Ybhf'm'
cb'h'Y'cV'a Uf_Yh'

D. REVIEW PROCESS

1. DEPARTMENTAL REVIEW

H\Y'8YdUfha Ybh'7\U]f'UbX'h\Y'XYdUfha Ybh'g'Y'Y'W'X'fYdfYgYbHUh]j Y'hc'h\Y'
7c`Y[Y'Dfca ch]cb'UbX'hYbi fY'7ca a]hYY'a'YYh'hc'fYj]Yk'h\Y'dcfh'Zc'c'Zcf'
dcgg]V'Y'ca]gg]cbgz'UbX'h\Y'ma Umgi [[Ygh'W'Ub[Yg''5Zhfk UfXgz'ZUW'hmi'a Ya VYfg'
hYbi fYX']b'h\Y'XYdUfha Ybh'fYj]Yk'h\Y'dcfh'Zc'c']b'UXj UbW'cZU'a'YYh]b[z'
Wt'bj YbYX'Vm'h\Y'7\U]f'z'k \YfY'h\Y'miX]gW'gg'h\Y'Udd']W]h]cb'hc[Y'h'Yf''Hmd]W'mi'
h]g'a'YYh]b[]g'W'U]fYX'Vm'h\Y'XYdUfha Ybh'U'fYdfYgYbHUh]j Y'hc'h\Y'7c`Y[Y'
Dfca ch]cb'UbX'hYbi fY'7ca a]hYY'z'k \c'dfYdUfYg'h\Y'a Ya cfUbXi a'XYgW]VYX'
VY'ck "'H\Y'hYbi fYX'ZUW'hmj chY'VmigYWYh'VU'chg'z'cbY'Zcf'hYbi fY'UbX'cbY'Zcf'
dfca ch]cb"'H\Y'j chY'g'UfY'hfYUH'X'gYdUfUH'z'k]h'h\Y'j chY'cb'dfca ch]cb'U'k Umg'
dfYW'X]b['h\Y'j chY'cb'hYbi fY''H\Y'8YdUfha Ybh'7\U]f'XcYg'bch]j chY'' : UW'hmi'
a Ya VYfg'g\ci 'X'UVghU]b'Zfca 'j ch]b['k \Yb'h\YfY]g'U'Wt'bz]W'c'Z]bHyfYgh'' : UW'hmi'
cb'gUVVUh]W'UfY'YbWt'i fU[YX'hc'dUfh]V]dUH''

H\Y'ZUW'hmi'a Ya VYf'W'U]f]b['h]g'a'YYh]b['g\U'dfYdUfY'U'a Ya cfUbXi a'
fYdcfh]b['h\Y'bi a Yf]W'fYgi 'hg'cZ'h\Y'j chY'cZ'h\Y'hYbi fYX'ZUW'hmi'H\]g'
a Ya cfUbXi a 'g\U'dfYgYfj Y'h\Y'Ubcbr'a]hmcZ'h\Y'j ch]b['ZUW'hmi'Vi h'g\U'
Wt'bj Ymi'h\Y['YbYfU'hYbcf'cZ'h\Y'X]gW'gg]cb'dfYW'X]b['h\Y'j chY'z']bW'X]b[z'Ug'ZUf'
Ug'Wb'VY'UgW'fH]bYX'z'h\Y'fYUgcb'Zcf'h\Y'j chY''H\Y'a Ya cfUbXi a 'g\U'VY'gYbh'
hc'h\Y'8YdUfha Ybh'7\U]f'z'k]h'U'Wt'dmi'hc'h\Y'WbX]XUH''

5''j ch]b['cb'hYbi fY'Udd']W]h]cbg'k]''fYa U]b'Wt'bz]XYbh]U''J]c'Uh]cb'cZ'
Wt'bz]XYbh]U']hmi'a Um'YUX'hc'X]gW]d']bUfmUW]cb''

H\Y'WbX]XUH'ya Umik f]hY'U'Vf]YZ'fYgdcbgY'hc'h\Y'a Ya cfUbXi a 'k]h]b'Z]j Y'XUm'g'cZ'
fYW]j]b[]h'H\Y'dcfh'Zc'c'Wb'bc'h'a c]j Y'Zcfk UfX'hc'h\Y'7\U]f'i b'Ygg'h\Y'WbX]XUH'
\Ug'Y]h'Yf'dfcj]YX'U'k f]hYb'fYgdcbgY'hc'h\Y'a Ya cfUbXi a z'\Ug'dfcj]YX'U'
k f]hYb'fYgdcbgY'hc'h\Y'Wt'a a]hY'W'U]f'h'Uh'Y'cf'g\Y]g'XYW]b]b['hc'Xc'gc'z'cf'
\Ug'U'ck YX'Z]j Y'XUm'g'hc'dUgg'k]h'ci h'fYgdcbgY''

H\Y'8YdUfha Ybh'7\U]f'g\U'k f]hY'U'Y'hYf'hc'h\Y'8Yub'cZ'h\Y'8cfch'mi: "'GW'a]Xh'
7c`Y[Y'cZ'5fhg'UbX'@hYf'gz'fYdcfh]b['h\Y'j chY'cZ'h\Y'hYbi fYX'ZUW'hmi'UbX'
gi a a Uf]m'fYWt'a a YbX]b['Zcf'cf'U[U]bgh'dfca ch]cb'UbX'hYbi fY''H\Y'8YdUfha Ybh'
7\U]f]g'Y'hYf'g\U'Wt'a df]gY'U'XYH]YX'UbU'm]g]UbX'Yj U'i Uh]cb'cZ'h\Y'WbX]XUH'g'
k cf_z'W]h]b['h\Y'XYdUfha Ybh'g'k f]hYb'W]hYf]U'UbX'h\Y'WbX]XUH'g'Ub'bi U'
Ugg][ba Ybhg'UbX'dYfZfa UbW'Yj U'i Uh]cbg''5'Wt'dmi'cZ'h]g'Y'hYf'k]''h\Yb'VY''

[]j Yb'hc'h'Y'WbX]XUHy'k'c'k]'\Uj Y'Zj Y'XUmj'hc'fYgdcBxZ']Z\Y#g\Y'W'ccgYg'hc'' Xc'gc''H\Y'dcfhZc']c'Wbbch'a'cj Y'Zcfk UfX'hc'h'Y'7c''Y[Y'7ca a]HYY'i b'Ygg'h'Y' WbX]XUHy'\Ug'Y]h'Yf'dfcj]YX'U'k f]Hb'fYgdcBgY'hc'h'Y'YHfz'\Ug'dfcj]YX'U' k f]Hb'fYgdcBgY'hc'h'Y'8YdUfha Ybh'7\U]f'h'U'h'\Y'cf'g\Y']g'XYW]b]b['hc'Xc'gcZ'cf'\Ug'U'ck YX'Zj Y'XUmj'hc'dUgg'k]h'ci h'fYgdcBgY''H\Y'8YdUfha Ybh'7\U]f'YHf'hc'' h'Y'8YUbz'UbX'h'Y'WbX]XUHy'fYgdcBgY'f]Z'UbmZ'g\U''VY']bVM XYX']b'h'Y'dcfhZc']c'' UbX'Zcfk UfXYX'hc'h'Y'7c''Y[Y'Dfca ch]cb'UbX'HYbi fY'7ca a]HYY''

2. COLLEGE AND UNIVERSITY REVIEW

GYY'h'Y'W'ffYbh'Dfcj cgh'HYbi fY'UbX'Dfca ch]cb'; i]XY']bYg'A Ya cfUbXi a ''

IV. PROMOTION

A. PROMOTION TO ASSOCIATE PROFESSOR

1. GENERAL POLICY

@_Y'h'Y'Uk UfX]b['cZ'HYbi fY'Z'dfca ch]cb'hc'5ggcV'UHy'DfcZYggcf'fYVt[b]nYg'h'U'h' h'Y'ZUW'h'ma Ya VYf'\Ug'U'U]bYX'U'dcg]h]cb']b'h'Y'X]gV'd']bY'Uddfcd]UHy'Zcf'U' 'cb['h'Yfa 'a Ya VYf'cZ'h'Y'UWXYa]Wk cf'XZ']bVM X]b['UW]j Y'UbX'WYU]j Y' dUf]V'dU]cb']b'h'Y'[fck h'cZ'_bck 'YX[Y']b'h'Y'WbX]XUHy'Z]Y'X'h'fci ['\U' Vta a]ha Ybh'hc'di V'g\]b['gV'c'Ufg\]d'U'h'U'\['\Yj Y'z'h'Y'UV']]miUbX'k]']b[bYgg' hc'Vta a i b]W'U'_'bck 'YX[Y'h'fci ['\ei U']miHYUW]b[z'UbX'XYX]W]cb'hc'h'Y' dfcZYgg]cb'UbX']bgh]ri h]cb'XYa cbghfUHyX'VmUW]j Y'i b]j Yfg]m'igYfj]W''

H\Y'Yj U'i Uh]cb'cZ'WbX]XUHy'g'Zcf'dfca ch]cb'UbX'HYbi fY'g\U''fYZYV'h'Y]f'' Ugg][ba Ybhg'UbX'z'k]h' fYZfYbW'hc'h'cgY'Ugg][ba Ybhgz'VY'VUgYX'cb'h'Y]f'' UW'ca d'g\ a Ybhg']b'U''h'fYY'UfYUg'cZ'h'YUW]b[z'fYgYUfV'UbX'ch'Yf'gV'c'Uf'mi' cf'WYU]j Y'k cf'_z'UbX'gYfj]W#UXa]b]ghfU]cb''

5h'U'a]b]a i a z'h'YgY'U'f]Vi h'Yg'k]'\VY'XYa cbghfUHyX'VmYj]XYbW'cZ'h'Y'fmdY'' UbX'ei Ubh]miXYU]YX'Zcf'HYbi fY'UVcj Y''A YH]b['a]b]a i a 'ghUbXUfXg'U'ck g'' Vtbg]XYfU]cb'cZ'Vi h'XcYg'bch[i UfUbhYz'Z'dfca ch]cb''H\Y'XYdUfha Ybh'YI dYV'g' U''WbX]XUHy'g'hc'YI WYX'h'YgY'a]b]a i a 'ghUbXUfXg''

2. APPLICATION PROCESS

5dd']W]cb'Zcf'dfca ch]cb'hc'5ggcV'UHy'DfcZYggcf']g'bcfa U'miUW'ca dUb]YX'Vm'h'Y' HYbi fY'Udd']W]cb'z'k \]W'g'h'fYUHyX'i bXYf'dfcW'Xi fYg'ci h]bYX']b'Zcf'HYbi fY' UVcj Y''

B. PROMOTION TO PROFESSOR

1. GENERAL POLICY

5H]ba Ybh'cZ'h'Y'fUb'_cZ'DfcZYggcf'fYVt[b]nYg'UW]Yj Ya Ybh'cj Yf'h'Y'gdUb'cZ' Ub'Ybh]fY'UWXYa]W'W'fYf: B]j Yf'h'Y'Yggz'h'Y'WbX]XUHy'fYVt'fX'g\U'' XYa cbghfUHy'g][b]Z]Wbh'UX]h]cb'U'UW]Yj Ya Ybh'g]bW'h'Y'dfca ch]cb'hc''

5ggcVjUHy`DfcZYggcf"''`

5bm5ggcVjUHy`DfcZYggcf`à UmUdd`mZcf`dfca ch]cb`Uh`Ubmih]a Y`UZhYf`Wt`a d`Yh]b[``
Z]j Y`mYUfg`]b`fUb_""5bm5ggcVjUHy`DfcZYggcf`à UmifYei Ygh`Ub`]bZcfa U`fYj]Yk`cZ`
dfca ch]cb`dfcgdYVtg`k]h`h`Y`8YdUfha Ybh`7\U]f`Uh`Ubmih]a Y""DfcgdYVWj Y``
W]bX]XUhyg`g\ci`X`Wt`bgi`h`h`Y`W`ffYbh`]gA

k f]hYb`W]hYf]U`UbX`h\Y`WbX]XUHYDj`Ubbi U`Ugg][ba Ybhg`UbX`dYfZcfa UbW`
Yj U`i Uh]cbg``5`WtdmčZ`h]g`YhYf`k]``h\Yb`VY`[]j Yb`hc`h\Y`WbX]XUHYž`k`c`k]``
\Uj Y`Zj Y`XUmj`hc`fYgdcBxž`]Z`\Y#g\Y`WccgYg`hc`Xc`gc``H\Y`dcfhZc`]c`Wbbchi`à`cj`Y`
Zcfk UfX`hc`h\Y`7c`Y[Y`7ca`a]hYi`b`Ygg`h\Y`WbX]XUHY`\Ug`

ghUhb['\]g'čf'\Yf'fYVt a a YbXUh]cbž'hc'h\Y'I b]j Yfg]miDfYg]XYbhž'k \c'kk]\g'