

4.81 – PROMOTION FOR CONTRACTED FACULTY

Effective: XXXXXX, 2026

Purpose: The purpose of this policy is to establish a framework under which the University may consider the promotion of faculty members who are employed pursuant to fixed term or renewable contracts and who are not appointed to tenure track positions. This policy is intended to recognize professional growth, sustained contributions, and excellence in assigned duties, while preserving the contractual nature of such appointments.

Scope: This policy applies to all faculty members who:

- Are employed under written employment contracts or letters of appointment with defined terms; and
- Are not appointed to tenure track or tenured faculty positions.

This policy does not apply to tenure track faculty, tenured faculty, graduate assistants, adjunct faculty paid on a per course basis unless expressly stated in their contract, or other instructional staff governed by separate policies or collective bargaining agreements.

Responsible Office: Academic Affairs

Policy Statement: The University may, at its discretion, provide opportunities for promotion in rank or title for contracted faculty based on demonstrated performance, experience, and institutional need. Promotion under this policy:

- Is not automatic;
- Does not confer tenure, continuing appointment, or any expectation of renewal beyond the terms of the applicable contract; AND
- Does not alter the at will or limited term nature of the appointment unless expressly stated in a written contract approved by the University.

Eligibility for Promotion

Each academic unit may establish appropriate ranks or titles for contracted faculty, subject to approval by the Provost. Such ranks or titles may differ from those used for tenure track faculty and may reflect distinctions in role, responsibility, or scope of work.

Titles used for contracted faculty shall not create confusion with tenure track or tenured ranks unless expressly authorized by the Provost.

Criteria for Promotion

Promotion decisions shall be based on a holistic evaluation of the faculty member's performance and contributions, which may include but is not limited to:

- Teaching effectiveness and instructional quality;
- Professional practice, scholarship, or creative activity as applicable to the position;

- Service to the academic unit, University, or profession consistent with assigned duties;
- Professional development and continued growth; AND
- Alignment with institutional and programmatic needs.

The relative weight of these criteria may vary based on the nature of the appointment and the expectations set forth in the faculty member's contract.

Final approval of promotion rests with the Provost or designee. No promotion is effective unless confirmed in writing by the University.

Effect of Promotion

Promotion of a contracted faculty member:

- Applies only to the contract term specified in the written appointment or renewal document;
- Does not guarantee contract renewal or future promotion;
- Does not change the faculty member's employment status except as expressly stated in the contract; AND
- May include changes to title, compensation, or duties only if expressly approved and documented in writing.

Relationship to Contracts

Nothing in this policy shall be construed to modify, extend, or supersede the terms of any individual faculty contract. In the event of a conflict between this policy and a faculty member's contract, the terms of the contract shall control.

Reservation of Rights

The University reserves the right to:

- Modify, suspend, or discontinue promotion opportunities for contracted faculty at any time;
- Deny promotion based on institutional, financial, or programmatic considerations; and
- Interpret and apply this policy in a manner consistent with applicable law, Board policy, and University interests.

Definitions: All words and phrases shall be interpreted utilizing their plain meanings unless otherwise defined in another University or Board of Regents policy or by statute or regulation.

Procedures: All procedures linked and related to the policies above shall have the full force and effect of policy if said procedures have first been properly approved by the University's administrator in charge of Academic Affairs.

[Hyperlink to Academic Affairs procedures]

Related Policy Information:

History: Adopted: XX/XX/2026 [Policy approved by President and included in UPM as Policy 4.81 – Promotion of Contracted Faculty]

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