

**College of Engineering
University of South Alabama
Tenure and Promotion**

2. A candidate who is applying for **tenure and promotion** should submit **the** same portfol

Selection of External Reviewers

1. It is the Departmental Committee received in a timely manner.
2. The Chair of the Departmental Promotion and/or

three lists are

2. In departments that have a written policy on expected standards of performance for tenure and promotion, the committee should include this information in their recommendation.
3. In the case of split decisions, the Department Promotion and/or Tenure Committee recommendations must clearly represent both the majority and minority viewpoints.

Reporting Committee Recommendations

1. The Department Promotion Committee and the Department Tenure Committee are separate committees (even if there is overlapping membership); hence the recommendations from each committee (even about the same candidate) must be kept separate.
2. The Chairs of the Department Promotion and Tenure Committees must each submit to the Department Chair a written recommendation, in the form of a narrative, for each candidate, together with all supporting materials.
3. Each member of the Department Promotion Committee and/or Tenure Committee, including the Committee Chair, must personally sign the Department Tenure Recommendation and/or Department Promotion Recommendation. This signature affirms that the written recommendation accurately includes that view whether expressed as the majority or minority position.

Step Three: The Department Chair's Response

Appeal Procedures

Any challenge of promotion and/or tenure
Grievance Procedure, which is found in the latest ***Faculty Handbook***, **Section 4.2 Faculty Grievance
Procedures**.