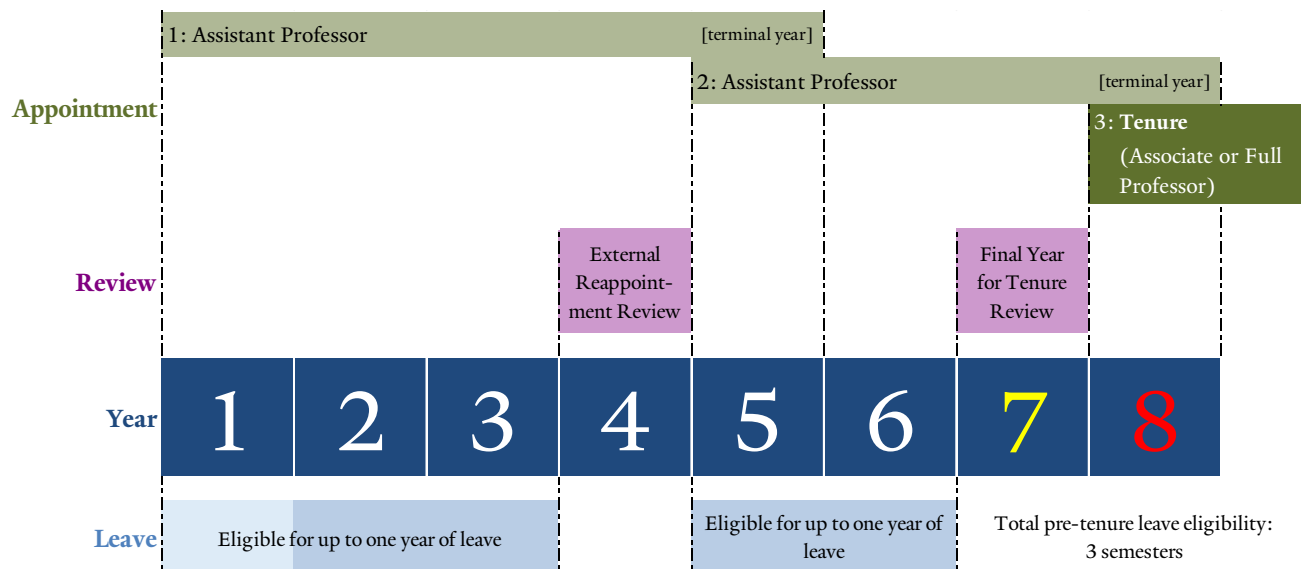


Appointments, reviews, and promotions in the Faculty of Arts and Sciences

Standard timeline: FASTAP 2016



Additional details about the Tenure and Appointments system adopted by Yale's FAS in 2016 can be found in "The Report of the Faculty of Arts and Sciences FASTAP Review Committee (2016)," which is available at <https://yale.box.com/v/fastap-2016-report>. Italicized passages in the text below are taken from this document.

Processes for appointments, reviews, and promotions under FASTAP 2016

1. Initial appointment as assistant professor (AP₁) under FASTAP 2016

- **Timing:** The initial appointment as assistant professor is made for five years, with a term beginning July 1 or (in some cases) January 1.
- **Process:** Departments and appointing programs engage in a rigorous international search "*with the objective of appointing the finest and most promising faculty.*"
- **Criteria:** Candidates for assistant professorships at Yale should "*exhibit the potential for significant research and scholarly publication; their work should exhibit qualities that give the department grounds to think that, if this potential is realized, then by the time the candidate is considered for tenure, their work would significantly extend the boundaries of their disciplines, such that the candidate will stand among the foremost leaders in their field in the world... [and] should demonstrate excellent prospects for effective and creative teaching and mentoring, and display the potential for a career of engaged departmental, professional and university citizenship.*"

2. Review for reappointment as assistant professor (AP₂) under FASTAP 2016

- **Timing:** This review is conducted in the penultimate year of the initial appointment; that is, in year four of the initial appointment as assistant professor.
- **Process:**
 - The candidate submits a portfolio of materials for review.
 - The FAS Dean and chair of the divisional/area Tenure and Appointments Committee (TAC) work with the chair(s) of the appointing department(s) and departmental review committee(s) to choose experts in the candidate's field to offer professional appraisal of the candidate's scholarship. Evaluators "*will be directed to assess the strengths and weaknesses of the*

candidate's research, teaching, and service, and will be asked to recommend steps the candidate can take to prepare in the coming years for the tenure review." Review for reappointment requires a minimum of three external letters but should typically not exceed five.

- The department faculty review the file and vote on the reappointment.
- If the department vote is positive, the file is reviewed by the relevant TAC.
- If the TAC approves the case, the reappointment moves on to votes of the Joint Board of Permanent Officers of the FAS (all FAS full professors) and the Fellows of the Yale Corporation.
- The reappointment review will conclude with detailed written feedback for the candidate outlining strengths, weaknesses, and opportunities for growth.
- **Criteria:** *"Reappointment as assistant professor (advanced) requires that the candidate demonstrate measurable progress towards the criteria for tenure in research, teaching and service."*

3. Review for promotion or initial appointment to tenure (i.e., to associate professor without term (tenured) (AOPT) or full professor (PROF)) under FASTAP 2016

- **Timing:** This review must be conducted no later than the penultimate year of the candidate's appointment to the non-tenured ranks; that is, no later than year seven.
- **Process:**
 - The candidate submits a portfolio of materials for review.
 - For promotions, the review will ordinarily be for the rank of (tenured) associate professor; in rare cases, the promotion review may be for the rank of full professor. For appointments, the rank is determined in consultation between the department chair and the FAS Dean's Office.
 - The FAS Dean and chair of the divisional/area Tenure and Appointments Committee (TAC) work with the chair(s) of the appointing department(s) and departmental review committee(s) to choose experts in the candidate's field to serve as external reviewers. Referees will be asked to assess whether the candidate *"stands among the foremost leaders in the world in a broad field of knowledge,"* and will also be asked to make explicit comparisons between the candidate and a list of three or more leading tenured faculty in their discipline at a range of career stages. *"Review for tenure will require a dossier of at least 10 outside letters to ensure a fair and thorough appraisal of the candidate's scholarly record."*
 - The department faculty review the file (including written work by the candidate and outside letters) and vote on the promotion or appointment.
 - If the departmental vote is positive, the chair presents the case to the relevant TAC.
 - If the TAC approves the case, the promotion or appointment moves on to votes of the Joint Board of Permanent Officers of the FAS (all FAS full professors) and the Fellows of the Yale Corporation.
- **Criteria:**
 - *"Tenure at Yale is awarded to scholars who stand among the foremost leaders in the world in a broad field of knowledge. It is reserved for candidates whose published work significantly extends the horizons of their discipline(s). A tenure appointment is a permanent, forward-looking commitment, and therefore requires evidence of an ongoing and ambitious research agenda."*
 - *"An assessment of candidates' leadership is based on the impact, at the very highest levels, of their research and peer-reviewed scholarship. Excellent teaching and engaged University and professional citizenship within and beyond a department or program are also expected. Tenure at Yale may be awarded at the associate or full professor rank."*
 - *"Associate professors are expected to build upon the accomplishments that earned them their permanent appointments, so that within a reasonable period of time their body of work will merit their consideration for full professor. The title of full professor is earned by those individuals who have a body of distinguished achievements in their record of research, with a commensurate national and international reputation, and who (continue to) display the excellence in teaching and service that is expected of all tenured professors at Yale."*

4. Review for promotion within the tenured ranks to full professor (PROF) under FASTAP 2016

Review for promotion from associate professor with tenure to full professor *"will include professional appraisal of the candidate's scholarship from arms' length reviewers outside of Yale who work in the candidate's area of research. Cases receiving a positive departmental vote will be reviewed by the relevant Tenure and Promotions committee."*