

FASTAP 2007

VS.

FASTAP 2016

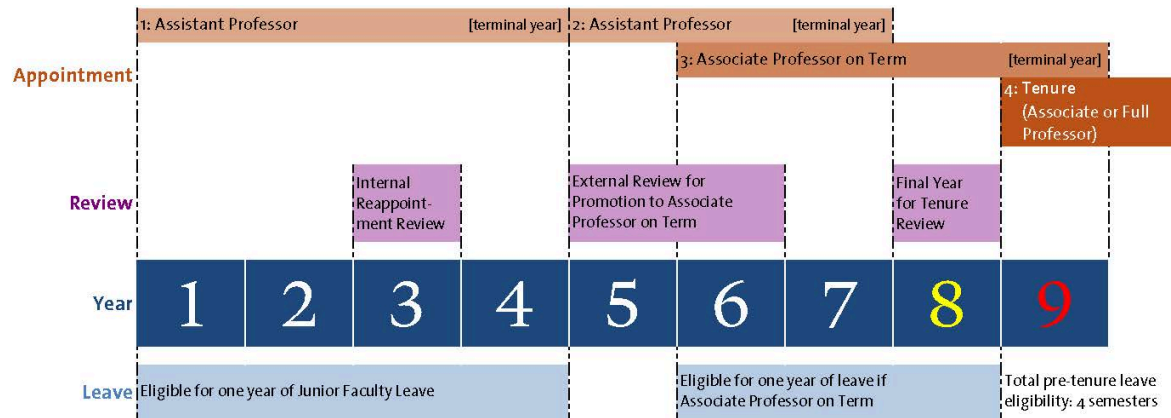
FAS DEAN'S OFFICE

FALL 2017



Standard Timelines

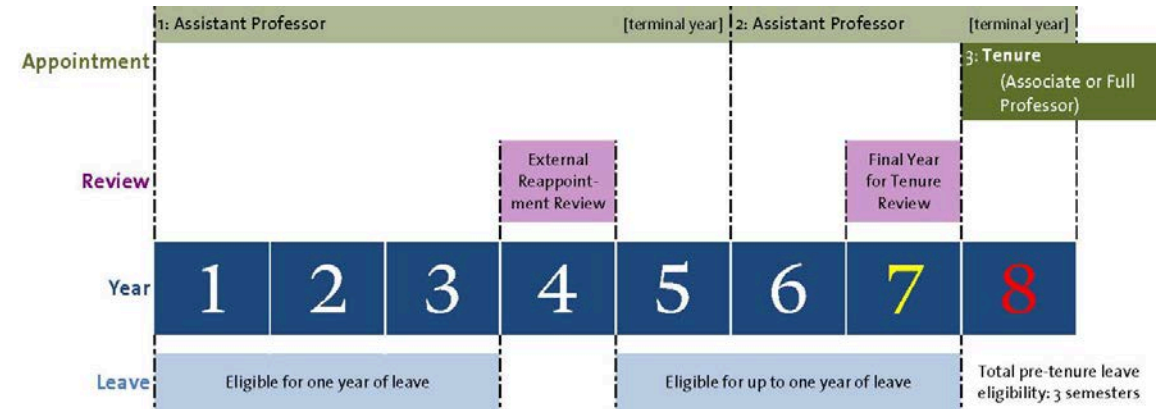
Yale Faculty of Arts and Sciences | FASTAP 2007



FASTAP 2007

- 9 year tenure clock
- Four semesters of non-tenured leave
<https://yale.box.com/v/placemat-fastap-2007>

Yale Faculty of Arts and Sciences | FASTAP 2016



FASTAP 2016

- 8 year tenure clock
- Three semesters of non-tenured leave
- All new faculty coming to Yale after July 1, 2017 will be on FASTAP 2016

<https://yale.box.com/v/placemat-fastap-2016>

Ranks:

Assistant Professor 1 (AP1)

Assistant Professor 2 (AP2)

Associate Professor on Term (without tenure – AOPN)

Associate Professor with Tenure (without term – AOPT)

Professor

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Ranks:

Assistant Professor 1 (AP1)

Assistant Professor 2 (AP2)

Associate Professor with Tenure (without term – AOPT)

Professor

Assistant Professor (AP 1 & AP2)

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Applies only to faculty who elected to stay on FASTAP 2007

AP 1 – Initial appointment for four-year term

- Review for reappointment in year three
- Internal review in department with the aim of providing feedback and mentoring
- No external evaluation letters
- No Interfolio file
- No TAC review
- Department provides feedback and mentoring to faculty member

AP 2 – Reappointment for three-year term

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AP 1 – Initial appointment for five-year term

- Review for reappointment in year four
- Candidate submits portfolio of materials
- FAS Dean and departmental review committee choose experts in candidate's field for external letters
- Minimum of three, but not more than five external letters
- Departmental review and vote
- Interfolio file
- File reviewed by TAC for approval (subcommittee)
- Concludes with written feedback to faculty member

AP 2 – Reappointment for three-year term

Associate Professor on Term (AOPN)

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Applies only to faculty who elected to stay on FASTAP 2007

- Review for promotion no later than year 6
- Candidate submits portfolio of materials
- FAS Dean and departmental review committee choose experts in candidate's field for external letters
- Interfolio file
- Minimum of 6 letters is required from arm's-length referees
- Department review and vote
- Chair presents the case to relevant TAC

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There is no promotion to AOPN rank in FASTAP 2016.

Initial Promotion to Tenure – Associate Professor with Tenure (AOPT) or Professor (PROF)

Yale Faculty of Arts and Sciences | FASTAP 2007

Applies only to faculty who have elected to stay on FASTAP 2007

- Review for promotion no later than year 8
- Candidate submits portfolio of materials
- FAS Dean and departmental review committee choose experts in candidate's field for external letters
- Interfolio file
- Minimum of 7 letters is required from arm's-length reviewers, 4 of which who have not previously written for the candidate
- Comparison list
- Department review and vote
- Chair presents the case to relevant TAC

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- Review for promotion no later than year 7 (Ordinarily for promotion to rank of AOPT, but in rare cases to PROF)
- Candidate submits portfolio of materials
- FAS Dean and departmental review committee choose experts in candidate's field for external letters
- Interfolio file
- Minimum of 10 arm's-length letters, at least 7 of which who have not previously written for the candidate, not to exceed 12 or 13 in total
- Comparison list
- Department review and vote
- Chair presents the case to relevant TAC

Initial Promotion to Tenure (AOPT or PROF)

(Tenure standards)

Yale Faculty of Arts and Sciences | FASTAP 2007

“Individuals appointed to both tenured associate professor and professor will, in the language of the current Faculty Handbook, and as described above, ‘stand in competition with the foremost leaders in their fields throughout the world.’ Because a tenure appointment is without term, irrespective of rank, it is a forward-looking judgment, even as it is based on achievements to date. It expresses the University’s commitment to, and faith in, a faculty member’s ongoing career of distinguished research and scholarship, disciplinary and interdisciplinary leadership, committed teaching, and engaged university citizenship.

Criteria for promotion to associate professor with tenure or promotion to full professor differ in degree, rather than in kind. Tenured associate professors are expected to have shown evidence of exceptional accomplishments and future promise that makes the sponsoring department confident that within five years they will merit promotion at Yale to the rank of full professor.”

Yale Faculty of Arts and Sciences | FASTAP 2016

“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.

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.

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.”

Promotion from AOPT to PROF

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- Candidate submits portfolio of materials
- FAS Dean and departmental review committee choose experts in candidate's field for external letters
- Interfolio file
- Minimum of 7 letters is required from arm's-length reviewers, 4 of which who have not previously written for the candidate
- Department review and vote
- Chair presents the case to relevant TAC

Yale Faculty of Arts and Sciences | FASTAP 2016

- Candidate submits portfolio of materials
- FAS Dean and departmental review committee choose experts in candidate's field for external letters
- Interfolio file
- Minimum of 3 letters is required from arm's-length reviewers, typically 2 of which who have not previously written for the candidate
- Department review and vote
- Chair presents the case to relevant TAC

Non-tenured leave policy

Yale Faculty of Arts and Sciences | FASTAP 2007

Nontenured faculty are eligible for two full-year paid leaves of absence during their time in the nontenured ranks – one in years 2, 3 or 4 of their initial appointment, and one in the first or second year after promotion to Associate Professor on Term. In the sciences and engineering and in some social science departments, one semester of the leave may be taken, upon request, during year 1 of the initial appointment, to set up a research laboratory.

Under the current FASTAP 2007 rules, faculty members who are promoted are eligible for 4 semesters of leave during their first 16 semesters at Yale

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FAS faculty members will be eligible for 3 terms/semesters of leave before tenure review. At least one term and no more than two terms must be taken before the first review. Otherwise, the timing of the leaves will be arranged by individual candidates in consultation with their chair and the FAS Dean's Office, who will provide guidelines about recommended leave patterns.

At the request of the candidate, and with the permission of the department and the FAS Dean's office, pre-tenure one-semester leaves may be taken as full year half-time teaching. *(This provision does not exist under current FASTAP 2007 rules.)*

Faculty members who are not reappointed as assistant professor in the fourth year will not be eligible for the post-promotion leave. *(This same provision applies under the current FASTAP 2007 rules.)*

Under the revised FASTAP 2016 rules, faculty who are promoted would be eligible for 3 semesters of leave during their first 14 semesters at Yale.

Notes

All non-tenured faculty* were sent an email in May giving them the choice to stay with FASTAP 2007 or switch to FASTAP 2016. Election forms were due by June 15, 2017.

*Associate Professors on Term (AOPN) who had already taken four semesters of leave were not eligible to switch to FASTAP 2016.

Associate Professors on Term (AOPN) who were not eligible to switch to FASTAP 2016 must be reviewed for promotion to Associate Professor with Tenure (AOPT) under FASTAP 2007 policies. When these professors are reviewed for promotion from Associate Professor with Tenure (AOPT) to Full Professor, it will then default to FASTAP 2016 policies, unless the faculty member chooses to be reviewed under FASTAP 2007.

Current tenured associate professors (AOPT) promoted under previous tenure and promotion policies (FASTAP 2007) default to FASTAP 2016 promotion policies for promotion to Full Professor, unless they choose to be evaluated for promotion to full professor under the FASTAP 2007 policies. Such promotions may begin in 2017-18. These faculty have until June 15, 2022 to submit their decision but must submit their decision form **before** official notice from their department that this review will take place in the coming year.

Notes

To see if a faculty member has chosen FASTAP 2016:

- Log into Workday and search for a faculty member
- Click on the Academic tab
- Under Track Type it will say “**FASTAP 2016**” for those that chose this option (for APs) or defaulted into it (for AOPTs)
- All others will say “Ladder” and have remained on **FASTAP 2007**

Contact Audrey or Pam if you need a FASTAP 2016 reappointment template in Interfolio