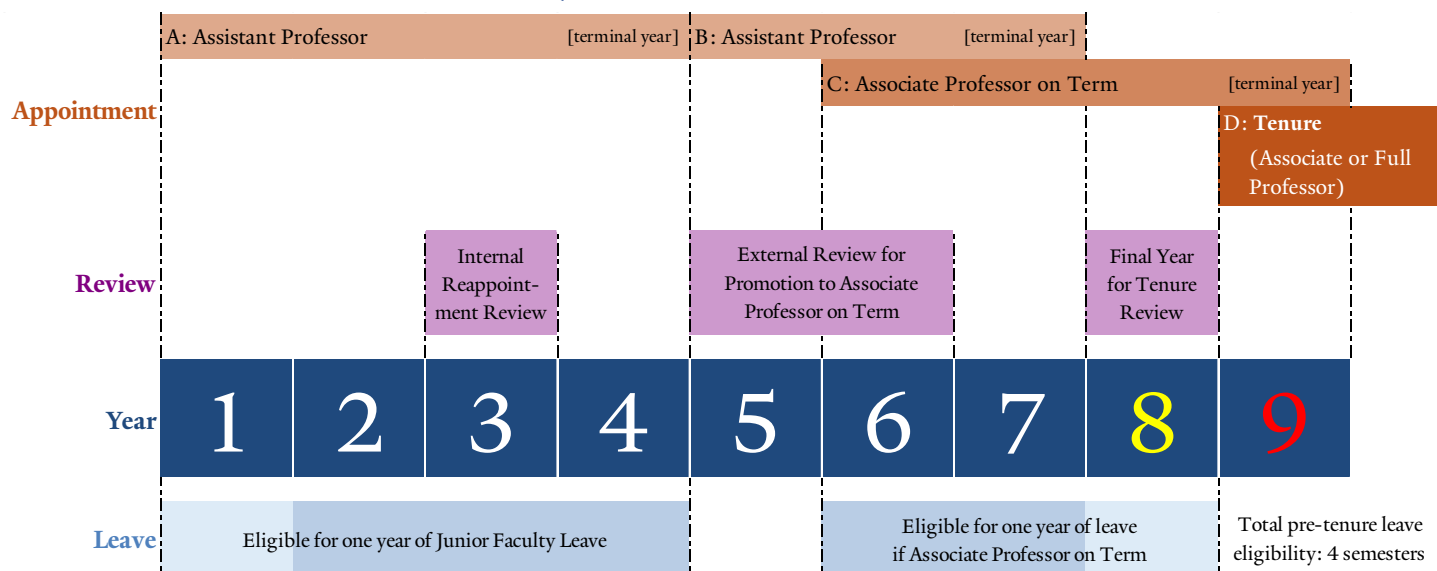


# Appointments, reviews, and promotions in the Faculty of Arts and Sciences

## Standard timeline: FASTAP 2007



Additional details about the Tenure and Appointments system adopted by Yale in 2007 can be found in “The Report of the Faculty of Arts and Sciences Tenure and Appointments Policy Committee” (often referred to as “FASTAP”), which is available at <https://yale.box.com/v/fastap-2007-report> and in the Yale Faculty Handbook, which is available online at <http://provost.yale.edu/faculty-handbook>. Italicized passages in the text below are taken from these documents.

## Processes for appointments, reviews, and promotions under FASTAP 2007

### A. Initial appointment as assistant professor (AP1) under FASTAP 2007

- **Timing:** The initial appointment as assistant professor is made for four 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 potential for significant research and scholarly publication, and demonstrate excellent prospects for creative teaching and effective student mentoring.*”

### B. Review for reappointment as assistant professor (AP2) under FASTAP 2007

- **Timing:** This review is conducted in the penultimate year of the initial appointment; that is, in year three of the initial appointment as assistant professor.
- **Process:** The appointing department(s) “*assess(es) the progress of the faculty member’s research/scholarship, teaching, and service to the University and profession in an internal review.*” The review process is conducted with the aim of providing feedback and mentoring.
- **Criteria:** This reappointment is usually granted unless “*evident and substantial problems warrant terminating the appointment in the fourth year.*” Poor teaching can be one such problem.

**C. Review for promotion to associate professor on term (non-tenured associate) (AOPN) – FASTAP 2007 only**

- **Timing:** This review must be conducted no later than, and preferably before, the penultimate year of the second assistant professor appointment; that is, no later than year six.
- **Process:**
  - The candidate submits a portfolio of materials for review.
  - The FAS Dean and chair of the divisional/area Tenure and Appointments Committee (TAC) 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 comment on the quality and impact of the candidate’s accomplishments to date and the prospects of future accomplishment.*” A minimum of six letters is required.
  - The department faculty review the file (including written work by the candidate and outside letters) and vote on the promotion.
  - If the departmental vote is positive, the chair presents the case to the relevant TAC.
  - If the TAC approves the case, the promotion 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:** The criteria for promotion are “*significant published research and scholarship representing early demonstrations of disciplinary or interdisciplinary leadership; excellent teaching and mentoring of students; and engaged university citizenship.*”

**D. Review for promotion to associate professor without term (tenured) (AOPT) or full professor (PROF) under FASTAP 2007**

- **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 eight.
- **Process:**
  - The candidate submits a portfolio of materials for review.
  - The department determines whether the review will be for the rank of associate professor without term (tenured associate) or full professor. “*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.*”
  - 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 in competition with the foremost leaders in their fields in the world,*” 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. A minimum of seven letters is required. (Tenured associate professors are reviewed for promotion to full professor in a similar fashion but without comparison candidates.)
  - The department faculty review the file (including written work by the candidate and outside letters) and vote on the promotion.
  - If the departmental vote is positive, the chair presents the case to the relevant TAC.
  - If the TAC approves the case, the promotion 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:** “*A candidate for appointment or promotion to a tenure position, whether at the rank of professor or associate professor, must have attained scholarly or creative distinction of high quality as demonstrated by both research and teaching. Consideration for tenure emphasizes the impact and continuing promise, at the very highest levels, of the candidate’s research and scholarship, as well as excellent teaching and engaged University citizenship within and beyond a department or program... Tenured faculty at Yale are expected to stand among the foremost leaders in their fields in the world.*”