

**Tenure Eligibility:** When the Department Chair and faculty member agree that the faculty member will be recommended for appointment or promotion with eligibility for tenure consideration (following discussions between the Department Chair and the Dean), language specifying tenure eligibility will be included in a letter of recommendation to the Dean from the Department Chair, signed by the faculty member. When a Chair and a faculty member concur that eligibility for tenure consideration is no longer appropriate, language specifying this change to tenure ineligibility will be included in a letter of recommendation to the Dean from the Department Chair, signed by the faculty member.

#### **IV. Terms of Appointment**

**A. Lecturers and Senior Lecturers:** Appointments to the position of lecturer may be recommended for a period of up to three (3) years, or any part thereof. Appointments to the position of senior lecturer may be recommended for a period of up to five (5) years, or any part thereof. Appointments are usually recommended for the term of one (1) academic year, and are renewable indefinitely, based on the individual's continued fulfillment of the qualifications for appointment and the programmatic needs of the department.

**B. Instructors:** Instructors in (Department) (unmodified) are limited to a total of three (3) years' time in rank. Appointment to the rank may be recommended for a term of up to two (2) years or any part thereof<sup>1</sup>, and renewed upon recommendation, based on the individual's continued fulfillment of the qualifications for appointment and the programmatic needs of the department. For example, the appointment may be recommended for a period of one (1) academic year and renewed annually upon recommendation for a total of three (3) years as an instructor.

For Instructors with unmodified titles who are subject to a three-year maximum term in rank, based upon adequate justification, an extension of the maximum term in rank may be granted for one (1) year at the Dean's discretion upon the written request of the faculty member and the department chair. The maximum term in rank clock will be suspended automatically for one calendar year for each instance of the following: the birth, adoption, or foster placement of a child, subject to notice of the event in writing by the faculty member to the Office of Faculty Affairs. The use of automatic suspensions does not affect consideration for extension of term in rank or for promotion.<sup>2</sup>

#### **C. Appointments on the Pathway Recognizing Academic Achievement**

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<sup>1</sup> Bylaws of Cornell University, Article XVII, 2f.

<sup>2</sup> Approved by the Executive Faculty Council on January 12, 2012, the General Faculty Council on January 9, 2012, the Board of Overseers on February 15, 2012 and the Board of Trustees on March 9, 2012.

## and Scholarship

**1. Assistant Professors:** Assistant professors eligible for tenure review on the Pathway Recognizing Academic Achievement and Scholarship (normally those in the Investigation area of excellence) are limited to a total of six (6) years' time in rank, whereas for other assistant professors with modified titles no limit is imposed. Appointment to the position of assistant professor may be recommended for an initial term of up to four (4) years or any part thereof<sup>1</sup>, and renewed upon recommendation, based upon the individual's continued fulfillment of the qualifications for appointment and the programmatic needs of the department. For example, the appointment may be recommended for a period of one (1) academic year and renewed annually upon recommendation for a total of six (6) years as assistant professor, or two (2) three-year appointments might be recommended. For faculty eligible for tenure, the probationary period for review for tenure commences with appointment to the rank of assistant professor.

For Assistant Professors eligible for tenure review, based upon adequate justification, an extension of the six-year maximum term in rank may be granted for one (1) year upon the written request of the faculty member and chair, with the approval of the Faculty Councils and the Dean. When a review for promotion is unsuccessful, an individual may receive a one-year terminal appointment. This is not an extension of the time in rank. The maximum term in rank clock will be suspended automatically for one calendar year for each instance of the following: the birth, adoption, or foster placement of a child, subject to notice of the event in writing by the faculty member to the Office of Faculty Affairs. The use of automatic suspensions does not affect consideration for extension of term in rank or for promotion.<sup>2</sup>

Assistant Professors with unmodified titles who are ineligible for tenure review, or with modified titles, are not limited as to time in rank. Appointment to the position of assistant professor may be recommended for an initial term of up to four (4) years or any part thereof<sup>3</sup>, and renewed upon recommendation, based upon the individual's continued fulfillment of the qualifications for appointment and the programmatic needs of the department.

**2. Associate Professors and Professors:** Associate Professors and Professors on the Pathway Recognizing Academic Achievement and Scholarship are not subject to a maximum term in rank, but will be subject to the probationary period for tenure review if they are eligible for tenure review. For those individuals eligible for review for tenure, appointment to the positions of associate professor and professor

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<sup>1</sup> Bylaws of Cornell University, Article XVII, 2c.

<sup>2</sup> Approved by the Executive Faculty Council on January 12, 2012, the General faculty Council on January 9, 2012, the Board of Overseers on February 15, 2012 and the Board of Trustees on March 9, 2012.

<sup>3</sup> Bylaws of Cornell University, Article XVII, 2c.