

Information related to early Promotion and Tenure from the Promotion and Tenure guidelines of the University of South Florida:

II. TIMING

A. Probationary period

Application for tenure has traditionally been initiated early in the sixth year (or equivalent, when adjustments or exceptions to the standard have been made), reflecting effectively a five-year record of teaching, research/scholarship/creative productivity, and service. However, in consideration of generally rising expectations for achievement by faculty, contemporary levels and types of demand on faculty effort, constraints in internal and external resources available to faculty to support scholarly productivity, and a changing national landscape, colleges may, with the approval of the Provost or Senior Vice President for USF Health, choose to define longer probationary periods in order to ensure the University's opportunity to realize the benefit of significant investment in new faculty. Regardless of the length of the probationary period, candidates for tenure will be expected to demonstrate steady productivity and progress. Expectations of progress within normal time frames will be reflected in established annual and comprehensive review processes.

B. Timing of applications

Following an initial period in rank, normally at least two years, a candidate may apply for tenure earlier than the last year of the probationary period or, for promotion, earlier than the normal point in the post-tenure period, when there is clear evidence that he or she has fully met the applicable criteria and has received endorsement at both department and college levels; additional merit beyond normal criteria for advancement, specified clearly in unit tenure and promotion documents, should not be required.

C. Exceptions to the standard probationary period

Ordinarily, a faculty member in a tenure-earning position will either be awarded tenure at the end of the probationary period or be given one-year notice that further employment will not be offered. However, exceptions to the tenure clock may be considered, such as medical exigencies or parental situations covered by FMLA or ADA legislation or other extenuating circumstances approved by the University or as specified in the collective bargaining agreement. A tenure-earning faculty member under such circumstances may request an extension of his or her probationary period. The request must be made in writing and must be approved by the chair of the department, dean, and Provost or Senior Vice President for USF Health. Ordinarily, extensions of more than two years beyond the college's designated probationary period will not be permitted.