

# Tenure Policy Appendix: Notices

## Faculty Appointment Without Indefinite Tenure

**Carnegie Mellon University**

**Office of the President**

Pittsburgh, Pennsylvania, \_\_\_\_\_

I have the pleasure of informing you that, by vote of the Executive Committee of the Board of Trustees of Carnegie Mellon University, you have been appointed/reappointed/promoted to the position of \_\_\_\_\_

\_\_\_\_\_ in \_\_\_\_\_

for a term beginning \_\_\_\_\_ and ending 30 June \_\_\_\_\_, at an initial salary of \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_.

This appointment is made in accordance with the 1990 Appointment and Tenure Policy of Carnegie Mellon University, and is subject to its provisions, including your right to be considered for reappointment/promotion/tenure before the expiration of the term stated above.

If this is an initial appointment at the rank of assistant professor or associate professor, or a promotion from the rank of instructor to the rank of assistant professor or associate professor, you will receive a separate notice regarding the timing of a prospective tenure decision.

\_\_\_\_\_

*Dean*

\_\_\_\_\_

*President*

Please sign and return to the dean of your college or school the two copies of this letter to indicate your acceptance of this faculty appointment.

\_\_\_\_\_

Subject to the 1990 Appointment and Tenure Policy of Carnegie Mellon University and the 1985 Intellectual Property Policy, I hereby accept the above appointment as made by the Executive Committee of the Board of Trustees.

\_\_\_\_\_

*signature*

\_\_\_\_\_

*date*

# Faculty Appointment With Indefinite Tenure

**Carnegie Mellon University**

**Office of the President**

Pittsburgh, Pennsylvania, \_\_\_\_\_

I have the pleasure of informing you that, by vote of the Executive Committee of the Board of Trustees of Carnegie Mellon University, you have been appointed/reappointed/promoted to the position of \_\_\_\_\_

\_\_\_\_\_ in \_\_\_\_\_

with indefinite tenure, effective on \_\_\_\_\_, at an initial salary of

\_\_\_\_\_

\_\_\_\_\_.

This appointment is made in accordance with the 1990 Appointment and Tenure Policy of Carnegie Mellon University, and is subject to its provisions.

\_\_\_\_\_

*Dean*

\_\_\_\_\_

*President*

Please sign and return to the dean of your college or school the two copies of this letter to indicate your acceptance of this faculty appointment.

\_\_\_\_\_

Subject to the 1990 Appointment and Tenure Policy of Carnegie Mellon University and the 1985 Intellectual Property Policy, I hereby accept the above appointment as made by the Executive Committee of the Board of Trustees.

\_\_\_\_\_

*signature*

\_\_\_\_\_

*date*

\_\_\_\_\_

**Carnegie Mellon University**

**FROM: [dean]**

**TO: [faculty member]**

**DATE:**

## Tenure Decision Deadline: Notice of Number of Years of Previous Service

For a determination of the timing of a prospective tenure decision for you, the Appointment and Tenure Policy of Carnegie Mellon University requires the computation of the *number of years of previous service*. This computation is specified in the following excerpt from that Policy.

### Previous Service

The number of years of previous service is determined by computing the following items.

1. The number of years of service under earlier regular faculty appointments at Carnegie Mellon at the rank of assistant professor or a higher rank must be included. (The meaning of the term *year* in this count is that defined in the subsection on Years of the present section of this Policy, or whatever meaning it had for purposes of faculty employment at the time of the appointments under consideration.)
2. The number of years of service under research faculty and/or lecturer track appointments at Carnegie Mellon at a rank equivalent to that of assistant professor or a higher rank must be included, except that one year of service at a rank equivalent to that of assistant professor may be excluded from the count. (The meaning of the term *year* in this count is the same as in item 1.)
3. Service under special faculty appointments at Carnegie Mellon that qualify by having a rank equivalent to that of assistant professor or a higher rank must be included, as follows: 100% of all time of service under qualifying special faculty appointments of category (A) - specifically including all appointments as visiting assistant professor, visiting associate professor and visiting professor - and 75% of all time of service under qualifying special faculty appointments of category (B) or (C). (The categories are defined in the university policy on Special Faculty Appointments.) Each college or school shall make rules to determine which special faculty appointments, other than those specifically listed above, are to be regarded as having a rank equivalent to that of assistant professor or a higher rank. The time of service is to be aggregated in 12-month years and fractions of such a year.
4. Temporary part-time service at Carnegie Mellon at a rank equivalent to that of assistant professor or a higher rank may, by written agreement between the individual and the university, be included on a proportionate basis (for example, two 12-month years of half-time service may be counted as one 12-month year), up to a maximum resulting count of one 12-month year.
5. Service on the full-time teaching faculty of another four-year academic institution at the rank of assistant professor or a higher rank, as well as service in other academic institutions at an equivalent rank and with comparable responsibilities may, by written agreement between the individual and the university, be included, as a whole number of years up to a maximum of four years. (The meaning of *year* in this count is to be a reasonable interpretation of the usage at the relevant institution(s).)

The number of years of previous service is obtained by adding the numbers of years resulting from items 1 through 5 inclusive, a fraction of a year in the sum (resulting from items 3 and 4) being rounded off to the nearest whole number (if the fraction is exactly one-half of a year it is rounded down).

When, in determining the number of years of previous service for an initial appointment at the rank of associate professor (or promotion from the rank of instructor to that rank), the number obtained in the preceding paragraph is less than three, the number of years of previous service is nevertheless deemed to be three for the purpose of determining the tenure decision deadline.

In your case, the computation is as follows:

1. You have \_\_\_\_\_ years of qualifying earlier regular faculty service at Carnegie Mellon.

2. You have \_\_\_\_\_ years of qualifying research faculty service at Carnegie Mellon. When permitted, you have \_\_\_\_\_/have not \_\_\_\_\_ excluded one year, leaving \_\_\_\_\_ years to be included in the count.
3. You have qualifying service in the special faculty of Carnegie Mellon, with \_\_\_\_\_.\_\_ years (and fraction) in appointments of category (A) (accounted at 100%) and \_\_\_\_\_.\_\_ years (and fraction) in appointments of category (B) or (C) (accounted at 75%), for a total of \_\_\_\_\_.\_\_ years (and fraction) to be included in the count.
4. You have agreed to include \_\_\_\_\_.\_\_ years (and fraction) of qualifying part-time service at Carnegie Mellon, on a proportionate basis, for a resulting \_\_\_\_\_.\_\_ years (and fraction) to be included in the count.
5. You have agreed to include \_\_\_\_\_ years of qualifying service at other institutions.

The total of these items, after rounding off, is \_\_\_\_\_ years. If your appointment is an initial appointment at the rank of associate professor (or promotion from the rank of instructor to that rank) and this total is less than three years, the number of years of previous service is nevertheless deemed to be three.

In consequence, the number of years of previous service that will be used in determining your tenure decision deadline is \_\_\_\_\_ years.

The initial date for determining your tenure decision deadline is \_\_\_\_\_, which is the effective date of your

\_\_\_\_initial appointment at the rank of assistant professor

\_\_\_\_promotion from the rank of instructor to that of assistant professor

\_\_\_\_initial appointment at the rank of associate professor without indefinite tenure

\_\_\_\_promotion from the rank of instructor to that of associate professor without indefinite tenure

According to the provisions of the cited Policy and the preceding computation, your tenure decision deadline is 30 June \_\_\_\_\_, provided there are no exclusions from current service to "stop the clock" (for which see the cited Policy). Under that assumption, a tenure decision must be initiated no later than the fall of \_\_\_\_\_, provided, of course, that you have remained a member of the regular faculty until that time. If tenure is not granted, your service as a member of the regular faculty will be terminated one year after the date of the tenure decision deadline or at the expiration of your appointment then in force, whichever comes later.

If your understanding of the computation of the number of years of previous service and the prospective timing of a tenure decision agrees with the statements in this memorandum, please sign this and all three copies attached, and return them all promptly to your department head.

\_\_\_\_\_

*Faculty member*

\_\_\_\_\_

*Date*

\_\_\_\_\_

*Department head*

\_\_\_\_\_

*Date*

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*Dean*

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*Date*

**Distribution: Provost, Dean, Department head**

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