

**SUBJECT:** Academic Affairs

**POLICY:** 203.1 Faculty Tenure and Promotion

**RELATED PROCEDURE:** 203.1.1

**EFFECTIVE:** March 2006

**REVISED:** March 2016

**REVIEWED:** December 2018

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### **Introduction and Purpose**

The Great Falls College MSU Tenure and Promotion Policy outlines the College's policy for tenure and the promotion of tenure-track, contract, full-time, and tenured faculty. Its purposes are to promote excellence in teaching and learning and to ensure a fair and comprehensive review of candidates applying for tenure and/or promotion.

The Tenure and Promotion Policy and Procedures are the responsibility of the Tenure and Promotion Committee.

### **Tenure and Promotion Committee Charge**

It is the responsibility of the Tenure and Promotion Committee to:

- a. Review Professional Development Plans from faculty seeking promotion and make recommendations to the CAO
- b. Review Tenure and Promotion portfolios from faculty and make recommendations to the CEO/Dean concerning tenure and promotion applications
- c. Evaluate and update the Committee policy and procedures annually
- d. Maintain confidentiality
- e. Represent all divisions equally

### **Tenure Defined**

Tenure at Great Falls College MSU is defined by the *Collective Bargaining Agreement (CBA) between the Montana Board of Regents of Higher Education and Montana Two-Year College Faculty Association (MTYCFA) #4610, MEA/MFT, AFT, AFL-CIO, Article 9, Section 9.1* (of the CBA).

Tenure and promotion decisions are the means by which the College rewards and retains its most valued teachers, promotes excellence in the instructional disciplines, and fulfills its mission. The quality of faculty accomplishments in teaching effectiveness and student learning, professional development and achievement, and service largely determines the quality of the college as a whole. The granting of tenure represents a prediction by the College that the individual concerned will continue to make substantial contributions. Faculty members are not entitled to promotion in rank or tenure based merely on years of service.

### **Promotion Defined**

The current [Collective Bargaining Agreement](#), Article 10 – Section 10.1,I,J, defines the threshold criteria for promotion.