candidate who is not recommended for tenure cannot be recommended for promotion from Assistant Professor to Associate Professor.

For promotion to the rank of Professor, a candidate must provide compelling evidence of significant achievement among peers in the discipline or professional field at the national or international level. A record of excellence in teaching and research/creative activity/scholarship is expected, as well as a record of substantial contributions in service to the university, profession, and/or community. This record of significant achievement should predict continuing high productivity throughout the individual’s career.

VI. Probationary Period

Following the USF Tenure and Promotion Guidelines, the College of Arts & Sciences sets the probationary period for tenure at four to seven years. A candidate must achieve tenure no earlier than the end of the fourth tenure-earning year and no later than the end of the seventh tenure-earning year. Should tenure be denied, the faculty member will be offered one additional year of employment.

Additional merit beyond departmental criteria is not required for a candidate to apply before the maximum probationary period. Regardless of the length of probationary period, candidates for tenure will be evaluated by approved departmental criteria. The approved departmental criteria remain the same regardless of length of probationary period.

VII. Application for Tenure and Promotion

A. Intent to Apply and Timeline

All applications for tenure and promotion begin with the candidate’s statement of intent to the Dean that he/she will apply. The Dean’s Office makes available a timeline each year noting all specific dates in the process. The candidate’s written intent to apply should be made in consultation with the chair. The Dean will forward the statement to the Provost’s Office for approval.

B. Application for tenure and promotion before the maximum probationary period includes the following considerations:

1. A candidate must have completed the mid-tenure process. In that review, all levels of evaluation should forecast that the candidate’s record is appropriate for consideration before the maximum probationary period.

2. Following the Collective Bargaining Agreement, if a candidate applies before the maximum probationary period, he/she may withdraw from consideration without penalty at any time before the application is forwarded to the Provost’s Office. Such withdrawal is permitted one time only. Should the candidate choose to continue with the tenure and promotion process through the Provost’s Office and be denied, the candidate will not have the option of submitting an application again.

1 The length of the probationary period in the College of Arts & Sciences shall be set in accordance with the CBA and is subject to final approval.