

Academic Affairs

Arts and Sciences Senate
8 September 2025



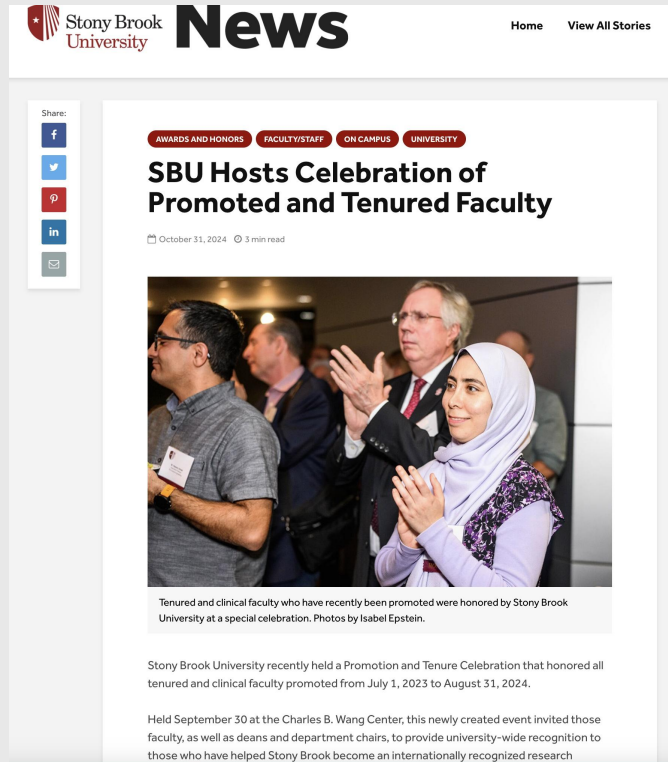
Stony Brook University

PROMOTION & TENURE

We aim for a promotion and tenure process that is transparent, equitable, rigorous, & sustainable.

- Reviewing last year's successes
- Glimpsing forward to what's next

September Celebration



**2025 Celebration of Newly
Promoted and Tenured Faculty:
September 16th, 5:30-7:30**

Timeliness, associate to full

- 50% of files for promotion to full were submitted on or before January 15th, 2025
- Deadline for submission of files for promotion to full professor due to the Provost's Office by January 15th. Please check with College/School for when the files are due to the Dean's Office.

Timeliness, assistant to associate

→ Files for assistant to associate with tenure are due to the Provost's Office by **April 1.**

Expedited tenure

1. Confirmation re: tenure home a part of hiring process
2. Expansion of possible letter writers
3. Deadlines checklist
4. Streamlined/condensed Interfolio template




Promotion and Tenure Processes

Supporting Faculty in Advancing their Careers

The Promotion and Tenure (P&T) process is central to a university achieving and embodying excellence and rigor, and must be approached in a manner that is intentional, clear, consistent, and equitable.

Tenure is granted to faculty who have demonstrated excellence as scholars/researchers/creative artists, strong records of teaching and mentoring, and a clear record of serving their department, university, and discipline.

Each discipline has its own qualifications for excellence, and discipline-specific guidelines and processes can be found with the College/School dean and/or the department chair. The role of the Provost's Office is to ensure we have unified guidelines about how candidates are assessed at the University level, and these pages focus on the part of the promotion and tenure process that is managed by the Provost's Office.

Both reviews, the first at the department/college/school level and the second at the Provost's Office, are subject to the [Policies of the SUNY Board of Trustees](#) , specifically Art. XII, Title A, paragraph 4 and Title B, paragraph 2, which indicates the elements which should be weighed in evaluation of candidates for promotion and/or continuing appointment.

Three Critical Areas to Ensure a Strong File

Research, Scholarship, and Creative Activities



Teaching



Research, Teaching, Service

Three Critical Areas to Ensure a Strong File

Research, Scholarship, and Creative Activities +

Teaching —

Your effectiveness as an educator and mentor is an important element of your promotion and tenure file. What excellence looks like may differ from discipline to discipline, course to course; we look for signs of growth and improvement across the areas.

For your tenure file, you can demonstrate your strength in teaching in many ways. For example:

- Student response to instruction
- Evidence that you have broadened educational opportunities for students
- Contributions to the teaching mission of the university
- Innovation in teaching
- Evidence of successful, consistent mentoring or student engagement.

10 SIGNS YOU ARE A GOOD TEACHER >

Service +

Research, Teaching, Service

Three Critical Areas to Ensure a Strong File

Research, Scholarship, and Creative Activities

+

Teaching

+

Service

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All tenure-track faculty should provide departmental, institutional, and professional service.

Service includes, but isn't limited to, participation in School/College and University committees and activities.

If you are starting out as an assistant professor, your service should be relatively limited as you prioritize your teaching, research, scholarship and creative activities.

Senior faculty and your dean will work with you to help you find an appropriate balance. However, we urge faculty to find ways of serving that are meaningful to them.

DEMONSTRATING A STRONG SERVICE RECORD >

Research, Teaching, Service

1. BUILD ON PREVIOUS SUCCESSES

- Celebration of newly tenured and promoted faculty
- P&T orientation to new TT faculty from both “sides” of campus.
- Pre-tenure workshop in March for both “sides” of campus.
- Improve checklists and procedures for P&T process within PO to decrease time it takes cases in PO.

2. EXPEDITED TENURE 2.0

- Articulate process for offering expedited tenure to incoming assistant professors who have recently received tenure at their current institution.
 - Create template in Interfolio.
- Update website to include improved and additional language around new process and requirements for offering expedited tenure.

3. IMPROVE CLARITY ON WEBSITE

- Expanded explanation of what “excellence in scholarship and creative activities” looks like at the assistant and associate levels.
- Outline what is necessary to count as “preliminary vote” on tenurability of faculty being hired with “expedited” tenure process.
- Provide greater guidance to staff working on cases with better Interfolio help sheets and videos.
- Clarify process/guidelines for resubmission

4. UNIVERSITY-WIDE ADVISORY COMMITTEE

GENERAL PRINCIPLES:

- This committee will advise the Provost, EVPSBM, and the President and will not be required to have disciplinary expertise.
- This committee replaces evaluative work currently being done by VPs and should not take additional time.
- This committee will develop a shared appreciation for the quality and diversity of work being done across campus.

Curricular and Academic Management

Transforming Education

- Project EDGE
- AI and You Pop Up Course for Fall 2025
- Student Experience Project, first cohort Fall 2025
- Holistic Pedagogy
- CELT supporting faculty on ADA Title II compliance
- Kara and the UG Council and GEAC respond to Gen Ed changes/challenges from from within and from SUNY
 - TECH
 - AI literacy incorporated into ESI, effective Fall 2026
 - Civic Discourse Core Competency

Policies and Procedures

Policies should be rooted in, and demonstrate, the values articulated in our mission and strategic plan.

- Working with departments, as requested, to review and clarify guidelines for promotion and tenure.
- Clarifying guidelines and generating procedures with reference to current Policies.

QUESTIONS?