

Tenure & Promotion



Promotion vs. Tenure

Promotion

- Ranks:
 - Senior College Laboratory Technician
 - Associate Professor
 - Full Professor



Tenure/CCE

- Eligibility:
 - 7th Reappointment with Tenure
 - After 7 full years of service
 - 5th Reappointment with Tenure for CLTs
 - After 5 full years of service
 - 5th Reappointment with Certificate of Continuous Employment for Lecturers
 - After 5 full years of service



Review Process and Appeal Options

- Departmental P&B Vote
 - Can be appealed to the College Wide P&B Committee
- College Wide P&B Vote
 - Can be appealed to the Personnel Review Committee
- President's Decision
 - Can be appealed in accordance with Article 9 of the PSC-CUNY Contract



Timeline & Documentation

Fall - Tenure review	Spring - Promotion Review
Submission on or before April 1*	Submission on or before November 1*
<p>1. Application</p> <ul style="list-style-type: none"> ❖ Clearly distinguish between peer-reviewed and non-peer-reviewed work ❖ Faculty Application: https://www.bmcc.cuny.edu/hr/faculty-promotion/ ❖ CLT Application: https://www.bmcc.cuny.edu/hr/clt-promotion/ <p>2. CV</p> <p>3. List of references</p> <p>SUBMISSION: Via Online Form (requires BMCC log-in)</p>	
August 15 th	January 15 th
<p>1. Letters of Reference</p> <ul style="list-style-type: none"> ✓ Minimum of 3 (up to 5) ✓ Majority: outside of CUNY/none from BMCC <p>2. Original Publications/creative work (to be returned to you after review)</p> <p>SUBMISSION: Office of Faculty Appointments, ofa@bmcc.cuny.edu</p>	
<p>Review by Departmental and College Wide P&B Committees</p>	
<ul style="list-style-type: none"> - CV, Application, Student Evaluations, Chair Summary, Annual Evaluations, Peer Observations, Letters of References, Publications/Creative work. - Chair Summary & Student Evaluations 	
On or before December 1:	End of Spring semester:
<p>Notice from President</p>	



*Note: It is strongly encouraged for all documentation to be submitted to your Chairperson for review in advance of deadline.

Personnel Files

- Personnel Files (Article 19 of PSC-CUNY Contract)
 - Personal File
 - Administrative File (Confidential)
 - Employment, Tenure and Promotion documentation
- Right to review your personal file
 - Documents submitted by college/department:
 - Appointment letters, workload forms, leave documentation, etc.
 - Annual Evaluations, Observations, Student Evaluations
 - Documents that may be submitted by faculty:
 - Copies of Publications
 - Other supplemental documentations, i.e.:
 - Certificates of Achievement
 - Letters from Students
 - Letters from other faculty (that are not part of the References)
 - Support of service
 - Conference materials
 - Other information you believe is relevant for Reappointment/Promotion/Tenure

