G. Promotion and Tenure

1. Definition of Tenure

Tenure is the right, subject to the conditions and provisions of Section H., of a faculty member to automatic renewal of the appointment at the end of its term under conditions at least equal to those which prevailed during the expiring term provided the material conditions of service are the same. Tenure protects the faculty from harassment or reprisal within the University community for expression or espousal of unpopular views or principles, and encourages freedom of inquiry and expression. Its object ultimately, then, is to secure a forum in which academic freedom can be a liberating reality.

Since tenure constitutes an enduring contract between the faculty member and the University, the decision to grant it must be made on the basis of the most informed judgment possible, in the best interests of the University, and in harmony with the University’s Mission as a Catholic and Jesuit institution of higher learning. The President grants tenure based upon the recognition of academic achievement at Creighton University, subject to the terms of the job description established at the initial hiring or subsequently revised by mutual agreement; recognition, as appropriate, for achievements at previous institutions; the judgment that this achievement will continue in the future; and the determination that the granting of tenure fits into the Mission, needs, plans and goals of the Department, the College or School, and the University. Faculty members can be hired with tenure upon consultation with the President of the University.

2. Definition of Promotion

Promotion is the advancement in rank from Assistant Professor to Associate Professor and to Professor. The President promotes faculty members for distinguished achievement while at Creighton University and the expectation that this achievement will be maintained or enhanced in the future, as well as the expectation that they will continue to foster the Mission of the University as a Catholic and Jesuit institution of higher learning. Achievement at previous institutions will also be considered when faculty members apply for promotion at Creighton University. Faculty members can be hired at advanced ranks upon consultation with the President of the University.

9. Review Process

a. Review for Promotion in Rank or Conferral of Tenure

Criteria for granting tenure and awarding promotion

A) Tenure is awarded on the basis of:
i. successful performance of the terms of the faculty member ’s job description as stated in the initial contract or subsequently amended by mutual agreement between the faculty member and the university;
ii. a record of achievement at Creighton University;
iii. a record of achievement at previous institutions, provided the record of achievement has continued while at Creighton University;
iv. an expectation that the record of achievement will be maintained or expanded in the future; and
v. the determination that the granting of tenure fits into the Mission, needs, plans and goals of the Department, the College or School, and the University.

B) Promotion to the rank of associate professor is awarded on the basis of:
   i. demonstrated consistent effectiveness in teaching;
   ii. an emerging record of recognized scholarly achievement that contributes to one’s discipline(s):
   iii. evidence of active service consistent with the Mission of Creighton University; and
   iv. an emerging record of regionally recognized clinical activity consistent with the Mission of Creighton University, if appropriate to the candidate’s position.

C) Promotion to the rank of professor is awarded on the basis of:
   i. a consistent record of distinguished teaching;
   ii. an established record of nationally recognized scholarly achievement that contributes to one’s discipline(s);
   iii. evidence of recognized leadership in service, consistent with the Mission of Creighton University; and
   iv. a record of nationally recognized clinical activity consistent with the Mission of Creighton University, if

* Changes effective of the 2006 edition of the Faculty Handbook