

Criteria Conversion Table

Year Hired	Rank at Hire	Appointme nt	First Schedule d Promotio n Review	First Target Rank	Criteria for First Review	First Promotion Effective after BOT	Next Target Rank	Next Scheduled Promotion Review	Next Promotion Effective if dossier submitted when eligible	Semester Faculty Begin to Follow New Criteria	Transition Explanation
2026	Assistant	Tenure- track	Fall 2031	Associate	New ETSU policy and new department criteria (currently under revision)	Fall 2032	Professor	Fall 2037 or any year after	Fall 2038	Fall 2026	New criteria apply beginning Fall 2026.
2025	Assistant	Tenure- track	Fall 2030	Associate	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2031	Professor	Fall 2036 or any year after	Fall 2037	Fall 2030 after submitting dossier for Associate Professor	After being hired in 2025, the faculty member is eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2030. They may choose: a.use the new criteria or b.use the criteria in effect before the adoption of this policy •If they move to the new criteria, they will have approximately 4 years under the new criteria before submitting a dossier for promotion to Associate Professor. •If they choose to stay under the previous policy, their dossier for Associate Professor submitted in 2030 will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2030, they will transition to the new policy in 2030. •Everyone eligible to submit a dossier for promotion in 2030 will transition to the new criteria in 2030, regardless of which path they choose
2024	Assistant	Tenure- track	Fall 2029	Associate	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2030	Professor	Fall 2035 or any year after	Fall 2036	Fall 2029 after submitting dossier for Associate Professor	After being hired in 2024, the faculty member is eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2029. They may choose: a.use the new criteria or b.use the criteria in effect before the adoption of this policy •If they move to the new criteria, they will have approximately 3 years under the new criteria before submitting a dossier for promotion to Associate Professor. •If they choose to stay under the previous policy, their dossier for Associate Professor submitted in 2029 will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2029, they will transition to the new policy in 2029. •Everyone eligible to submit a dossier for promotion in 2029 will transition to the new criteria in 2029, regardless of which path they choose
2023	Assistant	Tenure- track	Fall 2028	Associate	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2029	Professor	Fall 2034 or any year after	Fall 2035	Fall 2028 after submitting dossier for Associate Professor	After being hired in 2023, the faculty member is eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2028. They may choose: a.use the new criteria or b.use the criteria in effect before the adoption of this policy •If they move to the new criteria, they will have approximately 2 years under the new criteria before submitting a dossier for promotion to Associate Professor. •If they choose to stay under the previous policy, their dossier for Associate Professor submitted in 2028 will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2028, they will transition to the new policy in 2028. •Everyone eligible to submit a dossier for promotion in 2028 will transition to the new criteria in 2028, regardless of which path they choose
2022	Assistant	Tenure- track	Fall 2027	Associate	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2028	Professor	Fall 2033 or any year after	Fall 2034	Fall 2027 after submitting dossier for Associate Professor	After being hired in 2022, the faculty member is eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2027. They may choose: a.use the new criteria or b.use the criteria in effect before the adoption of this policy •If they move to the new criteria, they will have approximately 1 year under the new criteria before submitting a dossier for promotion to Associate Professor. •If they choose to stay under the previous policy, their dossier for Associate Professor submitted in 2027 will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2027, they will transition to the new policy in 2027. •Everyone eligible to submit a dossier for promotion in 2027 will transition to the new criteria in 2027, regardless of which path they choose
2021	Assistant	Tenure- track	Fall 2026	Associate	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2027	Professor	Fall 2032 or any year after	Fall 2033	Fall 2026 or Fall 2027, see Transition Explanation	After being hired in 2021, the faculty member is eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2026. Their dossier will be reviewed using the policy in effect before the new policy. They will transition to the new policy in Fall 2026. •If faculty were eligible to submit a dossier for promotion in 2026 but chose not to, they remain eligible to submit a dossier in Fall 2027. The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the promotion criteria in effect before the new policy. If they do not submit a dossier in Fall 2027, they will transition to the new policy in Fall 2027. •Everyone eligible to submit a dossier for promotion in 2026 will transition to the new criteria in 2027.
2020	Assistant	Tenure- track	Fall 2025	Associate	—	Fall 2026	Professor	Fall 2031 or any year after	Fall 2032	Fall 2026 after submitting dossier for Associate Professor	After being hired in 2020, the faculty member was eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2025. Their promotion to Associate Professor became effective in Fall 2026. Therefore, they are now under the new policy. Faculty eligible to submit their dossier in Fall 2025 for promotion to Associate Professor who did not submit their dossier in 2025 were also eligible to submit their dossier for promotion in Fall 2026. Therefore, they are now under the new policy and their dossier for Professor will be reviewed under the new policy. Faculty eligible for promotion in Fall 2026 who did not submit a dossier will have a one-year grace period and can submit their dossier for promotion to Associate or Full Professor in Fall 2027 and have it reviewed under the criteria in effect prior to the new policy. If they do not submit a dossier in Fall 2027, they will transition to the new policy. They will have 5 years under the new criteria before their dossier for promotion to Professor is reviewed in 2031.
2019	Assistant	Tenure- track	Fall 2024	Associate	—	Fall 2025	Professor	Fall 2030 or any year after	Fall 2031	Fall 2030	After being hired in 2019, the faculty member was eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2024. Their promotion to Associate Professor became effective in Fall 2025. They may choose to submit a dossier for promotion to Professor in Fall 2030 or any year thereafter. They will transition to the new policy in Fall 2030 and they may choose to have their dossier submitted for promotion to Professor reviewed using: a.New criteria, or b.Criteria in place before the new policy •If they use the new criteria, they will have approximately 4 years under the new criteria before submitting a dossier for promotion to Professor. •If they choose to stay under the previous policy, their dossier for Professor will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2030, they will transition to the new policy in 2030. •Everyone eligible to submit a dossier for promotion in 2030 will transition to the new criteria in 2030, regardless of which path they choose

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2018	Assistant	Tenure-track	Fall 2023	Associate	—	Fall 2024	Professor	Fall 2029 or any year after	Fall 2030	Fall 2029	After being hired in 2018, the faculty member was eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2023. Their promotion to Associate Professor became effective in Fall 2024. They may choose to submit a dossier for promotion to Professor in Fall 2029 or any year thereafter. They will transition to the new policy in Fall 2029 and they may choose to have their dossier submitted for promotion to Professor reviewed using: a.New criteria, or b.Criteria in place before the new policy •If they use the new criteria, they will have approximately 3 years under the new criteria before submitting a dossier for promotion to Professor. •If they choose to stay under the previous policy, their dossier for Professor will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2029, they will transition to the new policy in 2029. •Everyone eligible to submit a dossier for promotion in 2029 will transition to the new criteria in 2029, regardless of which path they choose.
2017	Assistant	Tenure-track	Fall 2022	Associate	—	Fall 2023	Professor	Fall 2028 or any year after	Fall 2029	Fall 2028	After being hired in 2017, the faculty member was eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2022. Their promotion to Associate Professor became effective in Fall 2023. They may choose to submit a dossier for promotion to Professor in Fall 2028 or any year thereafter. They will transition to the new policy in Fall 2028 and they may choose to have their dossier submitted for promotion to Professor reviewed using: a.New criteria, or b.Criteria in place before the new policy •If they use the new criteria, they will have approximately 2 years under the new criteria before submitting a dossier for promotion to Professor. •If they choose to stay under the previous policy, their dossier for Professor will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2028, they will transition to the new policy in 2028. •Everyone eligible to submit a dossier for promotion in 2028 will transition to the new criteria in 2028, regardless of which path they choose.
2016	Assistant	Tenure-track	Fall 2021	Associate	—	Fall 2022	Professor	Fall 2027 or any year after	Fall 2028	Fall 2027	After being hired in 2016, the faculty member was eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2021. Their promotion to Associate Professor became effective in Fall 2022. They may choose to submit a dossier for promotion to Professor in Fall 2027 or any year thereafter. They will transition to the new policy in Fall 2027 and they may choose to have their dossier submitted for promotion to Professor reviewed using: a.New criteria, or b.Criteria in place before the new policy •If they use the new criteria, they will have approximately 1 year under the new criteria before submitting a dossier for promotion to Professor. •If they choose to stay under the previous policy, their dossier for Professor will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2027, they will transition to the new policy in 2027. •Everyone eligible to submit a dossier for promotion in 2027 will transition to the new criteria in 2027, regardless of which path they choose.
2015	Assistant	Tenure-track	Fall 2020	Associate	—	Fall 2021	Professor	Fall 2026 or any year after	Fall 2027	Fall 2027	A faculty member hired in 2015 became eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2020. •If the faculty member submitted a dossier in Fall 2020 and was approved for promotion, the promotion to Associate Professor became effective in Fall 2021. •If the faculty member did not submit a dossier in Fall 2020, they remained eligible to submit a dossier for promotion to Associate Professor in any subsequent year. A faculty member who was promoted to Associate Professor and met the applicable eligibility requirements became eligible to submit a dossier for promotion to Professor in Fall 2026. Transition to the New Promotion Criteria Under the new policy, Fall 2026 is the transition point for these faculty because it is their next available opportunity for promotion. •Dossier submitted in Fall 2026: The dossier will be reviewed under the promotion criteria that were in effect prior to the new policy. •No dossier submitted in Fall 2026: The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the promotion criteria in effect prior to the new policy. •No dossier submitted during the grace period: If the faculty member is eligible for promotion but does not submit a dossier in Fall 2027, the faculty member will transition to the new promotion criteria beginning in Fall 2027. Any dossier submitted after the grace period will be reviewed under the new criteria. •Thus, for an eligible faculty member hired in 2015, Fall 2027 is the final opportunity to have a promotion dossier reviewed under the criteria n effect prior to the new criteria.
2014	Assistant	Tenure-track	Fall 2019	Associate	—	Fall 2020	Professor	Fall 2025 or any year after	Fall 2026	Fall 2027	A faculty member hired in 2014 became eligible to submit a dossier for promotion to Associate Professor in Fall 2019. •If the faculty member submitted a dossier in Fall 2019 and was approved for promotion, the promotion to Associate Professor became effective in Fall 2020. •If the faculty member did not submit a dossier in Fall 2019, they remained eligible to submit a dossier for promotion to Associate Professor in any subsequent year. A faculty member who was promoted to Associate Professor and met the applicable eligibility requirements became eligible to submit a dossier for promotion to Professor in Fall 2020. Transition to the New Promotion Criteria Under the new policy, Fall 2026 is the transition point for these faculty because it is their next available opportunity for promotion. •Dossier submitted in Fall 2026: The dossier will be reviewed under the promotion criteria that were in effect prior to the new policy. •No dossier submitted in Fall 2026: The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the promotion criteria in effect prior to the new policy.. •No dossier submitted during the grace period: If the faculty member is eligible for promotion but does not submit a dossier in Fall 2027, the faculty member will transition to the new criteria beginning in Fall 2027. Any dossier submitted after the grace period will be reviewed under the new criteria. •Thus, for an eligible faculty member hired in 2014, Fall 2027 is the final opportunity to have a promotion dossier reviewed under the criteria in effect prior to the new policy.

Criteria Conversion Table

2013	Assistant	Tenure-track	Fall 2018	Associate	—	Fall 2019	Professor	Fall 2024 or any year after	Fall 2025	Fall 2027	A faculty member hired in 2013 became eligible to submit a dossier for promotion to Associate Professor in Fall 2018. •If the faculty member submitted a dossier in Fall 2018 and was approved for promotion, the promotion to Associate Professor became effective in Fall 2019. •If the faculty member did not submit a dossier in Fall 2018, they remained eligible to submit a dossier for promotion to Associate Professor in any subsequent year. A faculty member who was promoted to Associate Professor and met the applicable eligibility requirements became eligible to submit a dossier for promotion to Professor in Fall 2019. Transition to the New Promotion Criteria Under the new policy, Fall 2026 is the transition point for these faculty because it is their next available opportunity for promotion. •Dossier submitted in Fall 2026: The dossier will be reviewed under the promotion criteria that were in effect prior to the new policy. •No dossier submitted in Fall 2026: The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the promotion criteria in effect prior to the new policy. •No dossier submitted during the grace period: If the faculty member is eligible for promotion but does not submit a dossier in Fall 2027, the faculty member will transition to the new promotion criteria beginning in Fall 2027. Any dossier submitted after the grace period will be reviewed under the new criteria. Thus, for an eligible faculty member hired in 2013, Fall 2027 is the final opportunity to have a promotion dossier reviewed under the criteria in effect prior to the new policy.
2012	Assistant	Tenure-track	Fall 2017	Associate	—	Fall 2018	Professor	Fall 2023 or any year thereafter	Fall 2024	Fall 2027	A faculty member hired in 2012 became eligible to submit a dossier for promotion to Associate Professor in Fall 2017. •If the faculty member submitted a dossier in Fall 2017 and was approved for promotion, the promotion to Associate Professor became effective in Fall 2018. •If the faculty member did not submit a dossier in Fall 2017, they remained eligible to submit a dossier for promotion to Associate Professor in any subsequent year. A faculty member who was promoted to Associate Professor and met the applicable eligibility requirements became eligible to submit a dossier for promotion to Professor in Fall 2018. Transition to the New Promotion Criteria Under the new policy, Fall 2026 is the transition point for these faculty because it is their next available opportunity for promotion. •Dossier submitted in Fall 2026: The dossier will be reviewed under the promotion criteria that were in effect prior to the new policy. •No dossier submitted in Fall 2026: The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the promotion criteria in effect prior to the new policy. •No dossier submitted during the grace period: If the faculty member is eligible for promotion but does not submit a dossier in Fall 2027, the faculty member will transition to the new promotion criteria beginning in Fall 2027. Any dossier submitted after the grace period will be reviewed under the new criteria. Thus, for an eligible faculty member hired in 2012, Fall 2027 is the final opportunity to have a promotion dossier reviewed under the promotion criteria in effect prior to the new policy.
2011	Assistant	Tenure-track	Fall 2016	Associate	—	Fall 2017	Professor	Fall 2022	—	Fall 2027	A faculty member hired in 2011 became eligible to submit a dossier for promotion to Associate Professor in Fall 2016. •If the faculty member submitted a dossier in Fall 2016 and was approved for promotion, the promotion to Associate Professor became effective in Fall 2017. •If the faculty member did not submit a dossier in Fall 2016, they remained eligible to submit a dossier for promotion to Associate Professor in any subsequent year. A faculty member who was promoted to Associate Professor and met the applicable eligibility requirements became eligible to submit a dossier for promotion to Professor in Fall 2017. Transition to the New Promotion Criteria Under the new policy, Fall 2026 is the transition point for these faculty because it is their next available opportunity for promotion. •Dossier submitted in Fall 2026: The dossier will be reviewed under the promotion criteria that were in effect prior to the new policy. •No dossier submitted in Fall 2026: The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the prior promotion criteria. •No dossier submitted during the grace period: If the faculty member is eligible for promotion but does not submit a dossier in Fall 2027, the faculty member will transition to the new promotion criteria beginning in Fall 2027. Any dossier submitted after the grace period will be reviewed under the new criteria. Thus, for an eligible faculty member hired in 2011, Fall 2027 is the final opportunity to have a promotion dossier reviewed under the prior criteria.
2026	Associate	Tenure-track	Fall 2031	Professor	New ETSU policy and new department criteria (currently under revision)	Fall 2032	—	—	—	Fall 2026	New criteria apply beginning Fall 2026.
2025	Associate	Tenure-track	Fall 2030	Professor	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2031	—	—	—	Fall 2030 after submitting dossier for Professor	If the faculty member transitions Fall 2026, they will have approximately 4 years under the new criteria before the first eligible review for promotion to Professor. If the faculty member does not transition, they will transfer to new criteria after they submit their dossier for Professor in 2030. If they choose not to submit a dossier in 2030, they will still transition to the new criteria in 2030.
2024	Associate	Tenure-track	Fall 2029	Professor	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2030	—	—	—	Fall 2029 after submitting dossier for Professor	If the faculty member transitions Fall 2026, they will have approximately 3 years under the new criteria before the first eligible review for promotion to Professor. If the faculty member does not transition, they will transfer to new criteria after they submit their dossier for Professor in 2029. If they choose not to submit a dossier in 2029, they will still transition to the new criteria in 2029.
2023	Associate	Tenure-track	Fall 2028	Professor	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2029	—	—	—	Fall 2028 after submitting dossier for Professor	If the faculty member transitions Fall 2026, they will have approximately 2 years under the new criteria before the first eligible review for promotion to Professor. If the faculty member does not transition, they will transfer to new criteria after they submit their dossier for Professor in 2028. If they choose not to submit a dossier in 2028, they will still transition to the new criteria in 2028.
2022	Associate	Tenure-track	Fall 2027	Professor	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2028	—	—	—	Fall 2027 after submitting dossier for Professor	If the faculty member transitions Fall 2026, they will have approximately 1 year under the new criteria before the first eligible review for promotion to Professor. If the faculty member does not transition, they will transfer to new criteria after they submit their dossier for Professor in 2027. If they choose not to submit a dossier in 2027, they will still transition to the new criteria in 2027.
2021	Associate	Tenure-track	Fall 2026	Professor	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2027	—		—	Fall 2026 after submitting dossier for Professor	The faculty member will transition in Fall 2026, after they submit their dossier for review for promotion.
2020	Associate	Tenure-track	Fall 2025	Professor	—	Fall 2026	—	—	—	Fall 2026 after submitting dossier for Professor	Transition begins Fall 2026, after their promotion to Professor.
2019	Associate	Tenure-track	Fall 2024	Professor	—	Fall 2025	—	—	—	Fall 2026	Transition begins Fall 2026. No additional promotion level remains after Professor, so the faculty member moves to the new policy.
2018	Associate	Tenure-track	Fall 2023	Professor	—	Fall 2024	—	—	—	Fall 2026	Transition begins Fall 2026. No additional promotion level remains after Professor, so the faculty member moves to the new policy.
2017	Associate	Tenure-track	Fall 2022	Professor	—	Fall 2023	—	—	—	Fall 2026 after submitting dossier for Professor	Transition begins Fall 2026. No additional promotion level remains after Professor, so the faculty member moves to the new policy.

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2016	Associate	Tenure-track	Fall 2021	Professor	—	Fall 2022	—	—	—	Fall 2026 after submitting dossier for Professor	Transition begins Fall 2026. No additional promotion level remains after Professor, so the faculty member moves to the new policy.
2015	Associate	Tenure-track	Fall 2020	Professor	—	Fall 2021	—	—	—	Fall 2026 after submitting dossier for Professor	Transition begins Fall 2026. No additional promotion level remains after Professor, so the faculty member moves to the new policy.
2014	Associate	Tenure-track	Fall 2019	Professor	—	Fall 2020	—	—	—	Fall 2026 after submitting dossier for Professor	Transition begins Fall 2026. No additional promotion level remains after Professor, so the faculty member moves to the new policy.
2013	Associate	Tenure-track	Fall 2018	Professor	—	Fall 2019	—	—	—	Fall 2026 after submitting dossier for Professor	Transition begins Fall 2026. No additional promotion level remains after Professor, so the faculty member moves to the new policy.
2012	Associate	Tenure-track	Fall 2017	Professor	—	Fall 2018	—	—	—	Fall 2026 after submitting dossier for Professor	Transition begins Fall 2026. No additional promotion level remains after Professor, so the faculty member moves to the new policy.
2011	Associate	Tenure-track	Fall 2016	Professor	—	Fall 2017	—	—	—	Fall 2026 after submitting dossier for Professor	Transition begins Fall 2026. No additional promotion level remains after Professor, so the faculty member moves to the new policy.
2026	Assistant	Non-tenure track	Fall 2031	Associate	New ETSU policy and new department criteria (currently under revision)	Fall 2032	Professor	Fall 2037 or any year after	Fall 2038	Fall 2026	New criteria apply beginning Fall 2026.
2025	Assistant	Non-tenure track	Fall 2030	Associate	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2031	Professor	Fall 2036 or any year after	Fall 2037	Fall 2030 after submitting dossier for Associate Professor	After being hired in 2025, the faculty member is eligible to submit a dossier for promotion to Associate Professor in Fall 2030. They may choose: a.use the new criteria or b.use the criteria in effect before the adoption of this policy •If they move to the new criteria, they will have approximately 4 years under the new criteria before submitting a dossier for promotion to Associate Professor. •If they choose to stay under the previous policy, their dossier for Associate Professor submitted in 2030 will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2030, they will transition to the new policy in 2030. •Everyone eligible to submit a dossier for promotion in 2030 will transition to the new criteria in 2030, regardless of which path they choose
2024	Assistant	Non tenure-track	Fall 2029	Associate	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2030	Professor	Fall 2035 or any year after	Fall 2036	Fall 2029 after submitting dossier for Associate Professor	After being hired in 2024, the faculty member is eligible to submit a dossier for promotion to Associate Professor in Fall 2029. They may choose: a.use the new criteria or b.use the criteria in effect before the adoption of this policy •If they move to the new criteria, they will have approximately 3 years under the new criteria before submitting a dossier for promotion to Associate Professor. •If they choose to stay under the previous policy, their dossier for Associate Professor submitted in 2029 will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2029, they will transition to the new policy in 2029. •Everyone eligible to submit a dossier for promotion in 2029 will transition to the new criteria in 2029, regardless of which path they choose
2023	Assistant	Non tenure-track	Fall 2028	Associate	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2029	Professor	Fall 2034 or any year after	Fall 2035	Fall 2028 after submitting dossier for Associate Professor	After being hired in 2023, the faculty member is eligible to submit a dossier for promotion to Associate Professor in Fall 2028. They may choose: a.use the new criteria or b.use the criteria in effect before the adoption of this policy •If they move to the new criteria, they will have approximately 2 years under the new criteria before submitting a dossier for promotion to Associate Professor. •If they choose to stay under the previous policy, their dossier for Associate Professor submitted in 2028 will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2028, they will transition to the new policy in 2028. •Everyone eligible to submit a dossier for promotion in 2028 will transition to the new criteria in 2028, regardless of which path they choose
2022	Assistant	Non tenure-track	Fall 2027	Associate	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2028	Professor	Fall 2033 or any year after	Fall 2034	Fall 2027 after submitting dossier for Associate Professor	After being hired in 2022, the faculty member is eligible to submit a dossier for promotion to Associate Professor in Fall 2027. They may choose: a.use the new criteria or b.use the criteria in effect before the adoption of this policy •If they move to the new criteria, they will have approximately 1 year under the new criteria before submitting a dossier for promotion to Associate Professor. •If they choose to stay under the previous policy, their dossier for Associate Professor submitted in 2027 will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2027, they will transition to the new policy in 2027. •Everyone eligible to submit a dossier for promotion in 2027 will transition to the new criteria in 2027, regardless of which path they choose
2021	Assistant	Non tenure-track	Fall 2026	Associate	Previous ETSU policy and department criteria in effect at hire unless choose, in writing, to use new criteria.	Fall 2027	Professor	Fall 2032 or any year after	Fall 2033	Fall 2026 or Fall 2027, see Transition Explanation	After being hired in 2021, the faculty member is eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2026. Their dossier will be reviewed using the policy in effect before the new policy. They will transition to the new policy in Fall 2026. •If faculty were eligible to submit a dossier for promotion in 2026 but chose not to, they remain eligible to submit a dossier in Fall 2027. The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the promotion criteria in effect before the new policy. If they do not submit a dossier in Fall 2027, they will transition to the new policy in Fall 2027. •Everyone eligible to submit a dossier for promotion in 2026 will transition to the new criteria in 2027.
2020	Assistant	Non tenure-track	Fall 2025	Associate	—	Fall 2026	Professor	Fall 2031 or any year after	Fall 2032	Fall 2026	After being hired in 2020, the faculty member was eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2025. Their promotion to Associate Professor became effective in Fall 2026. Therefore, they are now under the new policy. Faculty eligible to submit their dossier in Fall 2025 for promotion to Associate Professor who did not submit their dossier in 2025 were also eligible to submit their dossier for promotion in Fall 2026. Therefore, they are now under the new policy and their dossier for Professor will be reviewed under the new policy. Faculty eligible for promotion in Fall 2026 who did not submit a dossier will have a one-year grace period and can submit their dossier for promotion to Associate or Full Professor in Fall 2027 and have it reviewed under the criteria in effect prior to the new policy. If they do not submit a dossier in Fall 2027, they will transition to the new policy. They will have 5 years under the new criteria before their dossier for promotion to Professor is reviewed in 2031.
2019	Assistant	Non tenure-track	Fall 2024	Associate	—	Fall 2025	Professor	Fall 2030 or any year after	Fall 2031	Fall 2030	After being hired in 2019, the faculty member was eligible to submit a dossier for tenure and/or promotion to Associate Professor in Fall 2024. Their promotion to Associate Professor became effective in Fall 2025. They may choose to submit a dossier for promotion to Professor in Fall 2030 or any year thereafter. They will transition to the new policy in Fall 2030 and they may choose to have their dossier submitted for promotion to Professor reviewed using: a.New criteria, or b.Criteria in place before the new policy •If they use the new criteria, they will have approximately 4 years under the new criteria before submitting a dossier for promotion to Professor. •If they choose to stay under the previous policy, their dossier for Professor will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2030, they will transition to the new policy in 2030. •Everyone eligible to submit a dossier for promotion in 2030 will transition to the new criteria in 2030, regardless of which path they choose

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2018	Assistant	Non tenure-track	Fall 2023	Associate	—	Fall 2024	Professor	Fall 2029 or any year after	Fall 2030	Fall 2029	After being hired in 2018, the faculty member was eligible to submit a dossier for promotion to Associate Professor in Fall 2023. Their promotion to Associate Professor became effective in Fall 2024. They may choose to submit a dossier for promotion to Professor in Fall 2029 or any year thereafter. They will transition to the new policy in Fall 2029 and they may choose to have their dossier submitted for promotion to Professor reviewed using: a.New criteria, or b.Criteria in place before the new policy •If they use the new criteria, they will have approximately 3 years under the new criteria before submitting a dossier for promotion to Professor. •If they choose to stay under the previous policy, their dossier for Professor will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2029, they will transition to the new policy in 2029. •Everyone eligible to submit a dossier for promotion in 2029 will transition to the new criteria in 2029, regardless of which path they choose.
2017	Assistant	Non tenure-track	Fall 2022	Associate	—	Fall 2023	Professor	Fall 2028 or any year after	Fall 2029	Fall 2028	After being hired in 2017, the faculty member was eligible to submit a dossier for promotion to Associate Professor in Fall 2022. Their promotion to Associate Professor became effective in Fall 2023. They may choose to submit a dossier for promotion to Professor in Fall 2028 or any year thereafter. They will transition to the new policy in Fall 2028 and they may choose to have their dossier submitted for promotion to Professor reviewed using: a.New criteria, or b.Criteria in place before the new policy •If they use the new criteria, they will have approximately 2 years under the new criteria before submitting a dossier for promotion to Professor. •If they choose to stay under the previous policy, their dossier for Professor will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2028, they will transition to the new policy in 2028. •Everyone eligible to submit a dossier for promotion in 2028 will transition to the new criteria in 2028, regardless of which path they choose.
2016	Assistant	Non tenure-track	Fall 2021	Associate	—	Fall 2022	Professor	Fall 2027 or any year after	Fall 2028	Fall 2027	After being hired in 2016, the faculty member was eligible to submit a dossier for promotion to Associate Professor in Fall 2021. Their promotion to Associate Professor became effective in Fall 2022. They may choose to submit a dossier for promotion to Professor in Fall 2027 or any year thereafter. They will transition to the new policy in Fall 2027 and they may choose to have their dossier submitted for promotion to Professor reviewed using: a.New criteria, or b.Criteria in place before the new policy •If they use the new criteria, they will have approximately 1 year under the new criteria before submitting a dossier for promotion to Professor. •If they choose to stay under the previous policy, their dossier for Professor will be reviewed using the criteria in place before this policy. •If they do not submit a dossier in 2027, they will transition to the new policy in 2027. •Everyone eligible to submit a dossier for promotion in 2027 will transition to the new criteria in 2027, regardless of which path they choose.
2015	Assistant	Non tenure-track	Fall 2020	Associate	—	Fall 2021	Professor	Fall 2026 or any year after	Fall 2027	Fall 2027	A faculty member hired in 2015 became eligible to submit a dossier for promotion to Associate Professor in Fall 2020. •If the faculty member submitted a dossier in Fall 2020 and was approved for promotion, the promotion to Associate Professor became effective in Fall 2021. •If the faculty member did not submit a dossier in Fall 2020, they remained eligible to submit a dossier for promotion to Associate Professor in any subsequent year. A faculty member who was promoted to Associate Professor and met the applicable eligibility requirements became eligible to submit a dossier for promotion to Professor in Fall 2026. Transition to the New Promotion Criteria Under the new policy, Fall 2026 is the transition point for these faculty because it is their next available opportunity for promotion. •Dossier submitted in Fall 2026: The dossier will be reviewed under the promotion criteria that were in effect prior to the new policy. •No dossier submitted in Fall 2026: The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the promotion criteria in effect prior to the new policy. •No dossier submitted during the grace period: If the faculty member is eligible for promotion but does not submit a dossier in Fall 2027, the faculty member will transition to the new promotion criteria beginning in Fall 2027. Any dossier submitted after the grace period will be reviewed under the new criteria. •Thus, for an eligible faculty member hired in 2015, Fall 2027 is the final opportunity to have a promotion dossier reviewed under the criteria n effect prior to the new criteria.
2014	Assistant	Non tenure-track	Fall 2019	Associate	—	Fall 2020	Professor	Fall 2025 or any year after	Fall 2026	Fall 2027	A faculty member hired in 2014 became eligible to submit a dossier for promotion to Associate Professor in Fall 2019. •If the faculty member submitted a dossier in Fall 2019 and was approved for promotion, the promotion to Associate Professor became effective in Fall 2020. •If the faculty member did not submit a dossier in Fall 2019, they remained eligible to submit a dossier for promotion to Associate Professor in any subsequent year. A faculty member who was promoted to Associate Professor and met the applicable eligibility requirements became eligible to submit a dossier for promotion to Professor in Fall 2020. Transition to the New Promotion Criteria Under the new policy, Fall 2026 is the transition point for these faculty because it is their next available opportunity for promotion. •Dossier submitted in Fall 2026: The dossier will be reviewed under the promotion criteria that were in effect prior to the new policy. •No dossier submitted in Fall 2026: The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the promotion criteria in effect prior to the new policy.. •No dossier submitted during the grace period: If the faculty member is eligible for promotion but does not submit a dossier in Fall 2027, the faculty member will transition to the new criteria beginning in Fall 2027. Any dossier submitted after the grace period will be reviewed under the new criteria. •Thus, for an eligible faculty member hired in 2014, Fall 2027 is the final opportunity to have a promotion dossier reviewed under the criteria in effect prior to the new policy.

Criteria Conversion Table

2013	Assistant	Non tenure-track	Fall 2018	Associate	—	Fall 2019	Professor	Fall 2024 or any year after	Fall 2025	Fall 2027	A faculty member hired in 2013 became eligible to submit a dossier for promotion to Associate Professor in Fall 2018. •If the faculty member submitted a dossier in Fall 2018 and was approved for promotion, the promotion to Associate Professor became effective in Fall 2019. •If the faculty member did not submit a dossier in Fall 2018, they remained eligible to submit a dossier for promotion to Associate Professor in any subsequent year. A faculty member who was promoted to Associate Professor and met the applicable eligibility requirements became eligible to submit a dossier for promotion to Professor in Fall 2019. Transition to the New Promotion Criteria Under the new policy, Fall 2026 is the transition point for these faculty because it is their next available opportunity for promotion. •Dossier submitted in Fall 2026: The dossier will be reviewed under the promotion criteria that were in effect prior to the new policy. •No dossier submitted in Fall 2026: The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the promotion criteria in effect prior to the new policy. •No dossier submitted during the grace period: If the faculty member is eligible for promotion but does not submit a dossier in Fall 2027, the faculty member will transition to the new promotion criteria beginning in Fall 2027. Any dossier submitted after the grace period will be reviewed under the new criteria. Thus, for an eligible faculty member hired in 2013, Fall 2027 is the final opportunity to have a promotion dossier reviewed under the criteria in effect prior to the new policy.
2012	Assistant	Non tenure-track	Fall 2017	Associate	—	Fall 2018	Professor	Fall 2023 or any year thereafter	Fall 2024	Fall 2027	A faculty member hired in 2012 became eligible to submit a dossier for promotion to Associate Professor in Fall 2017. •If the faculty member submitted a dossier in Fall 2017 and was approved for promotion, the promotion to Associate Professor became effective in Fall 2018. •If the faculty member did not submit a dossier in Fall 2017, they remained eligible to submit a dossier for promotion to Associate Professor in any subsequent year. A faculty member who was promoted to Associate Professor and met the applicable eligibility requirements became eligible to submit a dossier for promotion to Professor in Fall 2018. Transition to the New Promotion Criteria Under the new policy, Fall 2026 is the transition point for these faculty because it is their next available opportunity for promotion. •Dossier submitted in Fall 2026: The dossier will be reviewed under the promotion criteria that were in effect prior to the new policy. •No dossier submitted in Fall 2026: The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the promotion criteria in effect prior to the new policy. •No dossier submitted during the grace period: If the faculty member is eligible for promotion but does not submit a dossier in Fall 2027, the faculty member will transition to the new promotion criteria beginning in Fall 2027. Any dossier submitted after the grace period will be reviewed under the new criteria. Thus, for an eligible faculty member hired in 2012, Fall 2027 is the final opportunity to have a promotion dossier reviewed under the promotion criteria in effect prior to the new policy.
2011	Assistant	Non tenure-track	Fall 2016	Associate	—	Fall 2017	Professor	Fall 2022	—	Fall 2027	A faculty member hired in 2011 became eligible to submit a dossier for promotion to Associate Professor in Fall 2016. •If the faculty member submitted a dossier in Fall 2016 and was approved for promotion, the promotion to Associate Professor became effective in Fall 2017. •If the faculty member did not submit a dossier in Fall 2016, they remained eligible to submit a dossier for promotion to Associate Professor in any subsequent year. A faculty member who was promoted to Associate Professor and met the applicable eligibility requirements became eligible to submit a dossier for promotion to Professor in Fall 2017. Transition to the New Promotion Criteria Under the new policy, Fall 2026 is the transition point for these faculty because it is their next available opportunity for promotion. •Dossier submitted in Fall 2026: The dossier will be reviewed under the promotion criteria that were in effect prior to the new policy. •No dossier submitted in Fall 2026: The faculty member will receive a one-year grace period and may submit a dossier in Fall 2027 for review under the prior promotion criteria. •No dossier submitted during the grace period: If the faculty member is eligible for promotion but does not submit a dossier in Fall 2027, the faculty member will transition to the new promotion criteria beginning in Fall 2027. Any dossier submitted after the grace period will be reviewed under the new criteria. Thus, for an eligible faculty member hired in 2011, Fall 2027 is the final opportunity to have a promotion dossier reviewed under the prior criteria.