Rationale: New faculty with prior teaching experience hired into tenure-track probationary appointments may be at a disadvantage in achieving continuous life tenure. For Colgate faculty converted from term to tenure-track appointments, disadvantages might include lack of appropriate startup funding, or the time constraints and distraction of job-hunting. For faculty hired from without Colgate, there is the problem of a “shortened tenure clock,” in which the institution may be left with insufficient information regarding the performance of a faculty member at Colgate to make an informed tenure decision. This policy is designed to ameliorate these concerns while establishing a single set of guidelines for all faculty.

3. Probationary Appointments

a. Probationary appointments may be made for one year or for other stated periods and are subject to renewal.

The total period of full-time teaching service at Colgate prior to the acquisition of continuous tenure shall not exceed seven years, except as specifically described below.

Except for Category I faculty (see 5 below), persons hired into the tenure stream at Colgate who have had one to three years of previous full-time teaching experience at Colgate or other comparable institutions will normally be credited with that service minus one year. Persons with more than three years of teaching experience will normally receive two years of credit toward the probationary period. However, at the time of hiring, a new faculty member may—with the agreement of the Dean of the Faculty and the Department Chair—choose to have more of his/her prior service counted. There may be circumstances where that prior service (or some portion of it) will not count toward the probationary period at Colgate—e.g., teaching that occurs before the attainment of the Ph.D., service at a community college, technical institute, or other institution very dissimilar to Colgate or where there has been a long break between the prior teaching experience and the commencement of service at Colgate.

The number of years of previous teaching experience that will be credited toward the probationary period at Colgate will be stated in writing at the time of initial appointment.

Scholarly leaves of absence for one or two terms—including accelerated leaves, junior faculty leaves and research leaves without pay—will normally count as part of the probationary period. When an individual is on scholarly leave for a total of three or more terms, a one-year extension of the probationary period will be granted.

An extension of the probationary period will be granted for other leaves including disability leaves and family and medical care leaves. The length of the postponement of tenure review will be based on the total number of terms the individual is on such leave:
one or two terms will constitute grounds for a one-year postponement, while three terms or more will constitute grounds for a two-year postponement.

Although study group leadership will not, by itself, constitute grounds for an extension of the probationary period, first-time leadership of a study group may be counted as an additional term under either of the leave categories described above.

Postponements of tenure review for the reasons described above will be automatically granted unless the faculty member requests in writing to the Dean of the Faculty that there be no delay, and the request is submitted prior to March 1 of the year in which the tenure review was originally scheduled. (i.e., the earlier year). Except in the most unusual cases, the postponement of tenure review as a result of any combination of leaves will not exceed two years.