

Faculty Renewal, Tenure, and Promotion at SUNY Oneonta

SUNY Oneonta is committed to supporting faculty success through a clear, transparent, and developmental process for Renewal, Continuing Appointment (tenure), and Promotion. Our approach reflects shared governance, faculty input, and alignment with SUNY policies and collective bargaining agreements.

A Developmental, Faculty-Centered Process

The Renewal, Continuing Appointment, and Promotion (RTP) process is designed to support faculty growth over time. It emphasizes professional development, mentorship, and clarity of expectations from initial appointment through promotion to senior rank.

Faculty are evaluated holistically and in context, with attention to career stage, disciplinary norms, and individual pathways of contribution.

What We Value

Faculty review is grounded in University-wide criteria, complemented by department- or library-specific guidelines. Evaluation focuses on:

- Mastery of Subject Matter
- Effectiveness in Teaching or Librarianship (the primary area of evaluation)
- Scholarship, Creative Activity, or Professional Practice
- Effectiveness of University Service
- Continuing Growth

Clear expectations are published and shared with faculty early in their appointment, ensuring transparency and consistency across the institution.

A Structured and Transparent Review Pathway

Faculty progress through a series of renewal reviews prior to continuing appointment, followed by eligibility for promotion after sustained service in rank. Reviews involve multiple levels, including departmental or library review, school-level advisory committees, University-wide committees, and administrative review.

At each stage, faculty receive written feedback and have the opportunity to respond, reinforcing fairness, clarity, and professional dialogue throughout the process.

Faculty and Peer Review

Peer review is central to RTP at SUNY Oneonta. Faculty serve on elected review committees at the school, library, and University levels. Committee members receive training to ensure equitable, consistent, and informed evaluation practices.

Support for Faculty Success

SUNY Oneonta provides robust institutional support throughout the RTP process, including:

- New faculty orientation and RTP overview sessions
- Workshops on portfolio preparation and career planning
- Support for peer teaching observations
- Ongoing professional development through the Faculty Center

Faculty are encouraged to engage in these resources early and often as part of their long-term professional growth.

Commitment to Clarity and Equity

Our Renewal, Continuing Appointment, and Promotion process is grounded in clearly defined policies developed collaboratively by faculty and campus leadership. This shared-governance approach ensures transparency, consistency, and fairness across all stages of review.

The current RTP framework, effective May 1, 2025, reflects extensive faculty input and a shared commitment to continuous improvement, clarity of expectations, and equitable evaluation. Changes to the policies and procedures involve discussions with and negotiations between SUNY Oneonta administration and United University Professions (UUP).

Detailed policies, guidelines, and timelines are available to current faculty through internal University resources. Prospective faculty are encouraged to speak with department chairs or deans to learn more about expectations and support at SUNY Oneonta.