



**UNIVERSITY SENATE
Faculty and Personnel Affairs Committee**

Report and Recommendation on the Ten-Year Rule

1. THE CHARGE

S-0917 **Application of the “Ten-Year Rule” in Promotions to Full Professor:** Investigate the application of the "ten-year rule" in promotions to full professor. In particular, investigate the relative frequency it is being invoked and the resultant success rate. Also assess whether it has accomplished its original goal of providing an alternative basis for promotion for faculty who continue to make significant contributions to the academic and professional mission of the university after achieving tenure, and whose publication record has not kept pace with what was expected of them when tenure was awarded. Propose changes as needed. Respond to Senate Executive Committee by March 2011.

2. SUMMARY

In summary, the Faculty and Personnel Affairs Committee (FPAC) concluded that:

- The alternate promotion method known as the “10-Year Rule” (TYR) is rarely used.
- Successful promotion by that route is much less probable than through regular promotions to full professor (PI)
- There is both ignorance of, and hostility to, the process by some administrators.
- The original goal of the TYR has not been accomplished.

The FPAC proposes to the University Senate the following recommendations to be advanced to the Administration:

- Communicate the existence of the TYR through the annual promotion instructions.
- Clarify that the TYR is University Policy, and that its implementation is not at the discretion of administrators.
- Clarify the requirements, including whether some scholarship is indispensable and essential.
- Generate external letter templates specifically for promotions under the TYR.

3. BACKGROUND

In 1986, Rutgers University President Bloustein “charged an external review team with the task of conducting an intensive study of the University’s promotion process.” The external team submitted to Bloustein its report, known as the Corson Committee Report, named for its chair, Dr. Dale Corson, President Emeritus of Cornell University. The review was timely, as Rutgers University was then undergoing changes in its character and mission, and was aspiring to join the Association of American Universities (AAU), which it did in 1989. The Corson Committee found that promotion at Rutgers was extremely bureaucratic and, in particular, that promotion to PI should be streamlined. The committee noted that “the critical decision concerns promotion to a tenured position” and recommended that “the University establish a schedule of normal promotion” and that “fuller review should be instituted in cases of accelerated promotion.”

A Committee on Promotions chaired by Professor David Mechanic (“The Mechanic Committee”) was charged with recommending implementations based on the recommendations of the Corson Committee Report. The Mechanic Committee report noted that “faculty play a variety of roles in a University community” and that

