Summary – Elected Combined Service

The University has clarified new rules for the promotion of Dell Med faculty who have had periods of prior academic service as assistant professor, associate professor, or combinations thereof, at other institutions immediately preceding their appointment at UT Austin.

1. For those previously on the professional-track (aka non-tenure track) at a prior institution immediately before their appointment at UT Austin, having then been appointed on the Dell Med professional-track at a professorial rank equivalent to that held at their prior institution: Promotion in rank may be considered during the 7th year in rank, counting the combined time at both institutions, with promotion becoming official at the conclusion of the 7th year in rank. 

Example: With three years in rank as assistant professor at a prior institution, promotion to associate professor may be considered during the fourth year as assistant professor at UT Austin. Promotion with fewer years at UT Austin would be considered “early” and viewed with particular scrutiny.

2. For those previously on the professional-track at a prior institution immediately before their appointment at UT Austin, having then been appointed on the Dell Med professional-track with a promotion from the professorial rank held at their prior institution: The next promotion in rank may be considered during the 7th year in rank at UT Austin, with promotion becoming official at the conclusion of the 7th year in rank. 

Example: After appointment at Dell Med that included a promotion from assistant to associate professor, promotion to professor may be considered during the 7th year in rank at UT Austin. Promotion with fewer years at UT Austin would be considered “early” and viewed with particular scrutiny.

3. For those previously on the tenure-track at a prior institution immediately before their appointment at UT Austin, having been appointed on the Dell Med tenure-track at a professorial rank equivalent to that held at their prior institution: Promotion in rank with or without the award of tenure may be considered during the 7th year in rank, counting the combined time at both institutions, with promotion with or without tenure becoming official at the conclusion of the 7th year in rank. Alternatively, the candidate may choose not to elect credit for combined service, in which case promotion in rank and the award of tenure must be considered during the 7th year in rank at UT Austin.

Example: With three years in rank as assistant professor on the tenure-track at a prior institution, promotion to associate professor with tenure or associate professor on the tenure-track may be considered during the fourth year as assistant professor on the tenure-track at UT Austin. Promotion with fewer years at UT Austin would be considered “early” and viewed with particular scrutiny.

4. For those previously on the professional-track at a prior institution immediately before their appointment at UT Austin, having been appointed on the Dell Med tenure-track at a professorial rank equivalent to that held at their prior institution: Only promotion in rank may
be considered during the 7th year in rank, counting the combined time at both institutions, with promotion becoming official at the conclusion of the 7th year in rank. The award of tenure then must be considered during the 7th year in rank at UT Austin.

**Example:** With three years in rank as assistant professor on the professional-track at a prior institution, promotion may be considered during the fourth year at UT Austin from assistant professor on the tenure-track to associate professor on the tenure-track. Promotion with fewer years at UT Austin would be considered “early” and viewed with particular scrutiny.

5. For those previously on the professional-track at a prior institution immediately before their appointment at UT Austin, having then been appointed on the Dell Med tenure-track with a promotion from the professorial rank held at their prior institution: The next promotion in rank and the award of tenure must be considered during the 7th year in rank at UT Austin, with promotion becoming official at the conclusion of the 7th year in rank.

**Example:** After appointment at Dell Med that included promotion from assistant to associate professor, promotion to professor with tenure must be considered during the 7th year in rank at UT Austin. Promotion with fewer years at UT Austin would be considered “early” and viewed with particular scrutiny.

**Implications for Review of Promotion and/or Tenure**

**Elected Combined Service for Consideration of Promotion in Rank – Tenured, Tenure-Track, and Professional-Track Faculty**

For any candidate who has elected to combine service at UT Austin with time in the equivalent rank at prior institution(s) immediately before their appointment at UT Austin, if the total of the combined service at UT Austin and additional years in the equivalent rank at the prior institution(s) is greater than the normative time for promotion then all levels of review (i.e., Executive Committee, APT Committee, etc.) must assess the candidate’s record using two-timeframes. Although a holistic review of the candidate’s contributions and trajectory across the candidate’s entire time in equivalent rank at UT Austin and the prior institution is required, the expectation is that the contributions, performance, and trajectory built during the normative timeframe immediately preceding review must at a minimum meet the stated general criteria of excellence across areas of contribution necessary to support promotion.

As an example, if the elected combined service includes review after four years of service at UT Austin with six years in the equivalent rank at a prior institution then the two-timeframes for review would include 1) the total of ten years and 2) the normative seven-year period (four years at UT Austin and three years immediately prior).

If the elected combined service time equals the normative time, then there is only a single time frame for review.
Elected Combined Probationary Time for Consideration of Tenure – Tenure-Track Faculty
Faculty that are appointed as tenure-track Assistant Professor, tenure-track Associate Professor, or tenure-track Professor (or equivalent rank) at one or more other institutions immediately prior to their appointment at UT Austin as a tenure-track Assistant Professor, tenure-track Associate Professor, or tenure-track Professor at UT may elect to combine years of probationary service at UT Austin with up to 3 full years of equivalent service at other institution(s) to satisfy the probationary period time-in-rank requirements for on-time promotion and/or acquisition of tenure.

The faculty member’s record of combined service will be evaluated using the same expectations as if the faculty member had completed seven years of probationary service at UT Austin, and the case is considered a mandatory review.

Only full-time service shall be counted toward fulfillment of a required probationary period related to the acquisition of tenure. Full-time service is defined as holding a 100% time appointment at the university on faculty salaries and/or on any other funds administered by the university. Periods during which a faculty member is on leave of absence without salary from the university, or is serving as a professional-track faculty member, shall not be counted toward fulfillment of a required probationary period related to the acquisition of tenure.

An approved request to elect to combine service can be rescinded by a tenure-track faculty member by submitting the request to rescind in writing to the Department Chair and Associate Dean for Faculty Academic Affairs no later than February 1 prior to the intended fall promotion review. A faculty member is officially a candidate for promotion once external reviews for promotion have been solicited. At this point, it is considered a mandatory review.

Process for Electing to Combine Service:
There is a formal request and approval process for electing to combine service. The candidate must inform their department chair, Dell Med Office of Faculty Academic Affairs, and the Provost’s Office that they have elected to be considered under the combined service option no later than February 1 in the year immediately preceding the review. If a faculty member would like to exercise the option to elect to combine service, they must reach out to the Dell Med Office of Faculty Academic Affairs in order to follow the correct formal process.