POLICY 632 EXECUTIVE SUMMARY - REVISED

Policy Number and Title: Policy 632 *Academic Rank Advancement*

Date:	October 6, 2026
Sponsor:	Steven Clark
Steward(s):	Kathren Brown
Policy Process:	Regular
Policy Action:	Revision—Limited Scope
Policy Office Editor:	Amanda Cooke
Embedded Attorney:	Cathy Jordan

NOTE: This policy was approved to enter Stage 1 drafting in June 2026. While developing the draft, we realized there was an additional revision we needed to make. That revision is documented here; we are resubmitting the updated executive summary to President's Council.

Issues/Concerns (including fiscal, legal, and compliance impact):
Currently, faculty who wish to pursue rank advancement are required to teach both Fall and Spring semesters for the last five years. This means they are unable to take sabbatical leave during those five years. Some faculty feel that taking sabbatical leave did not affect their teaching and believe they should still be eligible for rank advancement.

Section 5.4.5, which states that missing materials from the portfolio shall not be considered, conflicts with section 5.5.3, which states that the rank advancement committee may, but is not required to, add and consider materials missing from the faculty portfolio that would have a substantial impact on the recommendation.

Suggested Changes:

We would like to delete section 4.5.1., which states, "Before tenured faculty can apply for rank advancement, they must have a minimum of five academic years in which they teach both semesters at Utah Valley University at the rank of associate professor. Sabbaticals and unpaid leave will affect this timeline due to their impact on teaching." Instead, we would like to revise the provision to allow faculty up to a full academic year of sabbatical during the last five years if faculty can clearly show how the sabbatical had a positive impact on their teaching. Additionally, we would like to align and clarify the discrepancy between sections 5.4.5 and 5.5.3.

Requested Approval from President's Council: Entrance to Stage 1

Proposed Drafting Committee: Kat Brown, Nizhone Meza, Amanda Cooke, Cathy Jordan, Evelyn Porter, Gary Noll, Roxanne Brinkerhoff

Target Date for Stage 1 Draft to Enter Stage 2: 11/30/2026

Target Date for Board of Trustees Review: 3/25/2027