Mississippi State University
College of Education
Promotion and Tenure Committee
2026-2027

Committee Member	Department	Term Expiration	Voting Privilege		
			Rank 2 Promotion	Tenure	Rank 3 Promotion
Dr. Ty Abernathy	Associate Teaching Professor, CHEF	2028	X		
Dr. Cheryl Justice	Professor, CHEF	2027	X	X	X
Dr. Missy Hopper	Professor, TEAL	2027	X	X	X
Dr. Kellie Fondren	Associate Professor II, TEAL	2027	X	X	
Ms. Whitney Peterson	Instructor II, TL&D	2028	X		
Dr. Linda Cornelious	Professor, TL&D	2028	X	X	X
Dr. Soyoun Lim	Associate Professor, KINE	2028	X	X	
Dr. Megan Holmes	Professor, KINE	2027	X	X	X
Dr. Tania Hanna	Associate Clinical Professor, MERIDIAN	2028	X		

Dr. Mark Fincher	Professor, MERIDIAN	2027	X	X	X
Dr. Matthew Haislip	Associate Professor, MUSIC	2028	X	X	
Dr. Rose Sebba	Professor, MUSIC	2027	X	X	X

Purposes and Procedures

The College of Education (COE) Promotion and Tenure Committee serves as an advisory body to the dean. In that capacity, the committee reviews all recommendations transmitted from departmental promotion and tenure committees and from department heads. The dean makes available to the appropriate COE Committee members all pertinent and available information. All committee members are responsible for individually reviewing all such information, which is securely, electronically stored, before voting on any application for promotion and tenure. The committee meets and, by majority vote, makes its recommendations, with reasons, to the dean, who responds, in writing, to the chair of the committee, indicating any future action to be taken, with accompanying reasons.

Additionally, the COE Promotion and Tenure Committee reviews all criteria, policies, and procedures followed by the COE and by individual departments on an annual basis to ensure that they are fair and effective. This committee also reviews any proposed changes in departmental promotion and tenure guidelines and approves any changes before they can take effect. The chair of the committee should be a Rank 3 tenured faculty member.

During the final College Promotion and Tenure Committee meeting in the spring semester, the committee annually elects the chair and secretary for the upcoming year. The following year, the chair calls the initial meeting of the academic year no later than October. Otherwise, this responsibility falls upon the member having the longest continuous service to the committee and (in case of a tie) to the college. At the initial meeting of the academic year, a new chair and secretary are elected for the next year. The new members are briefed at the initial meeting on procedural matters, and any other necessary business is conducted.

A request for modification of the COE promotion and tenure policy may be initiated by the dean, the COE Promotion and Tenure Committee, and/or individual faculty members. Such requests are considered by the COE Promotion and Tenure Committee. The committee recommendations are then forwarded to the dean and placed before the full COE faculty for final approval.

The responsibilities of the COE Promotion and Tenure Committee are to write the COE's promotion and tenure policies and procedures which must be consistent with university promotion and tenure policies, include the mechanism for their adoption and revision, describe the procedures that will be followed if sufficient numbers of members are not available because of absences, recusal, or insufficient rank, and identify the participation of the different categories of faculty in the college promotion and tenure process; approve the promotion and tenure documents (and all subsequent changes) of departmental committees within the COE and ensure that such documents are consistent with the mission of the university and the COE, and the university promotion and tenure document; assist departments in developing procedures for a third-year review of all teaching faculty including non-tenured, tenure-track faculty, level 1 instructors, assistant teaching professors, assistant clinical professors, and assistant professors of the practice; assist departments in developing criteria for external peer reviews, including the identification of peer departments or schools at other colleges or universities; assist departments in developing definitions of excellence, satisfactory and unsatisfactory, as it pertains to the evaluation of candidates for promotion and tenure; assist departments in developing definitions of teaching, research and/or creative achievement, and service consistent with the mission of the department or school; and conduct a vote on all dossiers for promotion and tenure, ensuring department standards are fairly applied and university standards are maintained.

Membership

Membership of the College of Education Promotion and Tenure Committee should reflect the composition of the full-time faculty in the college.

A minimum of twelve members (two from each department) with at least three years of service as a faculty member at Mississippi State University are elected to staggered two-year terms by majority vote of all faculty members of their department by September 1, and one member is appointed annually by the dean. As faculty titles are added, each department may choose to elect an additional appropriate representative to serve on the COE Committee. At least one member from each department must be a tenured full professor, so that six tenured professors serve on the COE committee. If a department does not have a full tenured professor, then that department still elects two members; however, both are at Rank 2. The COE Committee must maintain a minimum of three tenured professors.

All faculty members on the committee with appropriate rank vote on promotion to Rank 2 or Rank 3; however, only tenured faculty members on the committee vote on the tenure decision. When a candidate is being considered for promotion to associate professor or to professor and for tenure at the same time, any non-agreement of the promotion vote, and the tenure vote is resolved by vote of only the tenured faculty members of the committee.

Each spring semester, the COE holds elections for the College Promotion and Tenure Committee and makes known the membership of the committee to the faculty. Faculty cannot serve on both departmental and COE Promotion and Tenure Committees simultaneously, and faculty cannot serve on departmental or college Promotion and Tenure committees during a year in which they are applying for either tenure or promotion. Members can observe the proceedings of the departmental promotion and tenure committee but cannot participate nor vote in a candidate's promotion or tenure review at the department level. No member of the committee will consider the application of a relative. Any appearance of conflict of interest should be avoided. No faculty member functioning as an administrator, department head, or director of an academic unit is a member of the committee. Members cannot serve consecutive terms unless this would leave the department without representation. If a faculty member serves one year on a COE Promotion and Tenure Committee and cannot serve the next year because they are applying for promotion, they may be elected to a new two-year term the following year. A faculty member who serves out the term of another faculty member may be elected to serve a two-year term beginning the following year.