

Rationale for proposed changes in the Promotion and Tenure Process

In the Strategic Plan, one of the goals is to improve the promotion and tenure process. The University Senate Steering committee formed an Ad Hoc Promotion and Tenure revision committee to explore making changes to the PT process. The committee's objectives in all recommendations are to promote transparency, equity, consistency, due process and clarity in the Promotion and Tenure process.

The recommended changes in the process are:

1. Refer to departmental guidelines as the evaluation method for all areas when the guidelines become effective for the candidate. Require the guidelines in the P&T dossier.
2. Standards for promotion and tenure are based on the weights of each performance area as described in the letter of offer and subsequent annual evaluations.
3. Change collegiality from a separate area of consideration for tenure to a factor in all areas. For tenure, the candidate must demonstrate quality and potential to contribute as a productive and collegial member of the academic unit in all relevant areas.
4. Candidates can be promoted or tenured when they demonstrate they have met (rather than exceeded) requirements even when they go up early.
5. De Facto tenure is clarified to only include faculty on the tenure track.
6. Transparency in the process so the whole dossier excluding outside letters is available to the candidate:
 - a. The eligible departmental faculty will write one summary letter representing all aspects of the discussion. Individual letters can also be submitted at the department level. The department chair/head will also submit an evaluative letter. All letters (except those from the college committee and dean) are submitted at the departmental level and candidate can review inside letters and write a rebuttal if desired (within five working days).
 - b. The college committee will submit a summary letter (if there is a college committee) and the candidate can review the college committee and dean's letter and write a rebuttal if desired (within five working days).
 - c. If a faculty member is denied tenure, a letter with the vote of the University committee and the specific reasons for denial will be sent to the candidate.
7. The dean and the department head/chair cannot vote in the departmental vote.
8. Clarification that departmental members can only vote once on the candidate's application; the departmental member can choose the level at which he/she votes.
9. The Appeals committee will be a new committee with one non-voting member of the current P&T committee (selected by the P&T committee) and at least five former members of the P&T committee. These five members will represent colleges, but not departments, of the appealing candidates. If more than five members are needed to represent the appellants, more than five members will be chosen. Each year the Senate Rules Committee will provide a list of recommended members for the appeals committee based on the guidelines above; the Provost will choose the new committee members from this list.

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