

Faculty Handbook Review Committee

Proposed revision to 3.7.1 and 3.7.2

Background

- A motion was made in the University Senate on April 2, 2013 to delete 3.7.2 from the Faculty Handbook, a new policy on annual tenure review.
- The Senate voted to refer the matter to the FHRC.
- In December of 2013, Senate Chair Larry Crowley formally charged the FHRC.

The Charge

- To see how each college and school at Auburn is conducting their review so as to minimize the time commitment on the effort;
- To study what advantages this review provides our pre-tenured faculty and at what cost to the tenured faculty;
- To see how other universities provide that input;
- If changes in the handbook are warranted, please provide suggested language.

FHRC 2013-14

Chair: Barbara Bishop (Library)

- We conducted internal surveys and studied the procedures used by 19 peer institutions, revealing much variation (details available on request).
- As a result of our study, we made two recommendations:
 - **Recommendation 1:** Fold 3.7.2 into 3.7.1 to improve clarity and concision, to remove redundancies and logical inconsistencies, and to give responsibility for implementation to departments, schools and colleges to fit their needs.
 - **Recommendation 2:** Remove from Provost's website obsolete "Annual Tenure Review Guidelines" (revised May 6, 2009).

Reasons for Recommended Change

- Head/chair conducts annual review using all available data
- Thorough review in large departments laborious
- Streamlined review (e.g. based on c.v.) based on incomplete data
- Candidates who desire tenured faculty input can request through chair
- P&T criteria for all units more transparent than when idea first arose
- Individual departments best able to determine needs

Drafting Process

- Last year's FHRC forwarded a draft to the Steering Committee, which made recommendations;
- This year the new FHRC revised the draft further in response to these and later recommendations;
- The FHRC forwarded to Senate leadership the final draft of its proposed revision.

FHRC 2014-15

James Goldstein, *English (Chair)*

James Barbaree, *Biological Sciences*

Dawn Boothe, *Veterinary Medicine*

Hulya Kirkici, *Engineering*

Peter Livant, *Chemistry*

Robert Weigel, *Foreign Languages and Literatures*

Emmett Winn, *Provost's Office (Continuing)*