

PROPOSED RESOLUTION ON THE SCHEDULE FOR PROMOTION AND TENURE CANDIDATES

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University Senate Meeting
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OVERVIEW

- Background and Process
- Findings
- FRC Recommendations
- Questions

BACKGROUND AND PROCESS

- Strategic Research Planning Retreat held end of April 2016.
- Report from this retreat (generally referred to as the “ADR Report”) contained 14 Key Action Items.
- Senate Chair charged FRC to examine these Key Action Items mid-September 2016.
- FRC deliberated on these items and reached a consensus: general agreement with all 14 items, but only one to be acted on at this time.

ADR RECOMMENDATION 2

Consider five years of service as the norm for starting consideration of P&T rather than the current four years. This would lead to a total of six years before tenure, and a total of 12 years before promotion to the rank of professor.

Extension of the P&T calendar will provide more time for the candidate to establish programs and document achievements appropriate to their appointment, and will provide additional information required to assess performance metrics affecting P&T decisions. However, flexibility should be available for early promotion of exceptionally productive faculty.

BACKGROUND AND PROCESS

- FRC researched this issue and deliberated to arrive at the proposed resolution.
- Draft Resolution on Key Action Item #2 was presented to the University Research Committee mid-December 2016.
- Draft Resolution on Key Action Item #2 was presented to the Senate Steering Committee mid-January 2017.

FINDINGS

- Data from Southern Regional Education Board and Southeastern Conference Peer institutions supports a norm of 5 years in service for Tenure and Promotion from Assistant to Associate.
- A specific time frame for promotion from Associate to Full was not generally found.
- Changing the norm to 5 years in service for Tenure and Promotion from Assistant to Associate will give more time for candidates to establish their programs.
- The proposed change will be consistent with the American Association of University Professors (AAUP) 1940 Guidelines.

FRC RECOMMENDATIONS

- The norm of consideration for tenure and promotion to Associate Professor should be after five (5) complete years of service and during the sixth year of appointment.
- There should be no changes to the timeline regarding consideration for promotion from Associate Professor to Full Professor.
- If this resolution is approved and the Faculty Handbook modified, the administration should “grandfather” existing tenure-track faculty on this issue.

QUESTIONS?