

## **Senator Reed's Promotion & Tenure Amendment Motion**

### **Substitute motion to be added to Part IV, item 9:**

When the chair's recommendation opposes the granting of promotion or tenure, supporting documentation should demonstrate that the faculty member in question received fair and timely notice of the possibility of this judgment and opportunities to clarify any role ambiguities or relevant circumstances. At a minimum such notice should be given the faculty member in writing as part of the formal evaluation process that covers the time period when any substandard performance was first observed. The written notice will be given no later than the Fourth Year Review Period.

#### **Rationale:**

The phrase, fair and timely notice, characterizes the professional nature of the promotion and tenure process at the university. Because the phrase takes its meaning in the context of each individual situation, the documentation clarifies the specific context and facts that support the chair's recommendation. By contrast, traditional bureaucratic organizations have relied primarily not upon documented facts related to observable performance, but largely if not entirely upon the authoritarian judgments by supervisors or administrators.

Following the principled doctrine of no surprises, this facet of university policy encourages shared collegiality, transparency, and a collaborative, problem-solving orientation among faculty and chairs. Within each department such an orientation and relevant documentation can help to clarify performance expectations in the three primary areas of faculty responsibilities: teaching, scholarship, and service. Further, this orientation and documentation can help chairs and faculty members collaboratively manage emergency situations or special opportunities that may occur.