

To: Faculty Senate  
From: Senator Melissa Dieckmann, Department of Earth Sciences  
Date: November 28, 2005

Based on discussion at the January meeting of the Faculty Senate, I have revised the amendment that I brought forward at the December meeting as follows:

AMENDMENT 2:

To change Part 1, Section C, #8 as follows:

Part I: Main Recommendations

C. Promotion in Faculty Rank

8. a. The university shall ~~continue to permit~~ prohibit faculty ~~to apply from applying for promotion in rank to associate professor~~ prior to being considered for tenure.
- b. Tenure will not be granted without concomitant promotion to faculty at the rank of assistant professor.

Note: Part I, Section B, #7 states: "The probationary period for tenure shall be six years, and, if awarded, tenure shall begin in the seventh year. Exceptions concerning the probationary period shall be specified in writing at the time of initial employment in a tenure-track position." This allows for prospective faculty to negotiate for tenure (and therefore promotion) to occur more quickly than six years based on previous experience, but that intention must be explicitly determined at the time of hire.

JUSTIFICATION OF THE AMENDMENT:

- 8a:** If, as is the common practice, promotion to associate professor prior to tenure implies that all requirements for tenure (except for time in service) have been met or exceeded, then the university is, in effect, granting early tenure by granting promotion prior to tenure. A candidate who achieves promotion then is denied for tenure would have just cause to question the action if the criteria are identical. The university should be very leery about making a decision that has implications for lifetime employment after only three years of employment at ECU, and it must be questioned whether three years of employment at ECU provides sufficient knowledge of the long-term success of one's teaching, scholarship and service. Success in teaching, research and service at another university do not necessarily translate into success at ECU, but in circumstances where the department feels that this is the case, an exception can be negotiated at the time of hire.
- 8b:** The recommendations put forth by the ad hoc committee add one year to the probationary period for tenure, which allows greater time for success in teaching, scholarship and service. Additionally, the Faculty Senate has already passed an amendment for extension of the tenure clock under circumstances to be negotiated by the faculty member and relevant administrative bodies (e.g., department chair, Dean).

Therefore, there is ample opportunity for all members of the faculty, including those with child care issues, family health care issues, and medical challenges to be provided sufficient time to meet the requirements of both tenure and promotion. Additionally, since most departments currently have EXACTLY THE SAME requirements for promotion and tenure except for time in service, most faculty at ECU are currently required to be successful candidates for promotion in order to receive tenure.

**Both:** Joint granting of tenure and promotion to associate professor are common, best management practices at universities throughout the country. The separation of these two actions provides significant ambiguity and variance of policy throughout the university. Often, the practice at the departmental level is to have two standards for promotion – if a faculty member wishes to apply for promotion to associate professor prior to tenure, then the expectation is that the faculty member significantly exceeds the standards required for tenure. On the other hand, these same departments are willing to grant tenure to a faculty member who does not meet the requirements for promotion to associate professor. This inconsistent application of criteria is a legal landmine.