

Subject: Chairs recommendations put in amendment format for faculty senate in November meeting

Amendments to the Promotion and Tenure policy before the Faculty Senate

Amendment 1. Public record of exceptions to tenure and promotion policy:

yes

Recommend a change in language but not intent of #7, page 6 Summary "The Provost and deans shall ensure that exceptions agreed upon **are** documented at the time of a faculty member's initial appointment, *or there after*, in a full-time, tenure track position are recognized and applied in the review of applications for promotion or tenure"

Rationale for amendment 2:

Documenting everything will make it easier for the all parties involved to understand what was or was not agreed upon eliminating any alleged verbal conditions that both parties may not agree were in effect.

Amendment 2: Flexible tenure timelines for family and professional development conflicts:

Recommend "Policies include flexible timelines for tenure that includes entitlement of all tenure track faculty (male or female) to stop the tenure clock for a maximum of two one-year periods for **specified*** family obligations and/or professional-educational development. These extensions would be available **whether or not** the faculty member was on leave and policy would make explicit that taking such extensions would not impose any greater demands upon the faculty at the time of the tenure decision. * Criteria to be established in the policy governing this change if adopted. (See Rationale below)

yes

Rationale for amendment 2:

(AAUP) "The resolution of pre-tenure family-work conflicts is critical to ensuring that academic opportunities are truly equitable. Institutions should adopt policies that do not create conflicts between having children, *responding to family obligations* and establishing an optimal research and teaching and service record on the basis of which the tenure decision is to be made." (AAHE) "To ensure that the academic career remains a strong option for the capable, committed scholars we will need in the years ahead, we must understand and address its key problems: lack of a comprehensible tenure system, lack of community, and lack of an integrated life."

Amendment 3. Flexibility in Univ. P&T committee membership:

Recommend "Membership on college and university level Promotion and Tenure committees shall be limited to tenured faculty members with the rank of Associate or Full Professor."

yes

Rationale for amendment 3:

1. Limiting service on the University Committee to Full Professors will disproportionately exclude female faculty members and faculty members of color. Until such time as women and minority faculty members are proportionately represented among Full Professors, Associate Professors should be eligible for service.

2. As the duties of the college and university committees are substantively similar, those competent to serve at the college level are presumably competent to serve at the university level.

Amendment 4. External evaluations:

Recommend "Departments may mandate external review for promotion and tenure if they so choose and are approved by their college P&T committees"

Amendment 5. First year evaluations:

Recommend "Formal evaluations of first-year tenure-track faculty be completed in the second year of employment; but, that informal ^{written} feedback to the faculty member be provided by the chair and/or the appropriate department committee prior to the University renewal decision deadlines."

Amendment 6. Promotion prior to tenure:

Recommend removal of provision to mandate tenure and promotion reviews to be held concurrently.

YCS

Rewrite
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