

Tom Reed Substitute Motion

(Distributed at 11-07-05 Senate meeting, but not discussed or voted on yet.)

This motion proposes an addition to the Recommended Changes for Promotion and Tenure submitted by the Ad Hoc Committee on Promotion and Tenure, April 2003, Responsibilities of the Department Chair in the Promotion and Tenure Process (p. 26).

I move that the following sentence be added to Part IV, item 9:

When the chair's recommendation opposes the granting of promotion or tenure, supporting documentation should show that faculty members whose performance is judged to be unsatisfactory did receive fair and timely notice of the possibility of this judgment and opportunities to clarify any role ambiguities or relevant circumstances.

Rationale:

Such documentation follows the doctrine of no surprises and encourages open lines of communication among faculty and administrators. Such documentation also helps to incorporate procedures that encourage collaborative, facilitative, and participative governance as important expressions of shared governance. Further, this documentation approaches the promotion and tenure process in a problem-solving mode that recognizes the inherent and challenging conflicts that exist in professional as opposed to purely traditional bureaucracies.