

To: Faculty Senate  
From: Senator Melissa Dieckmann, Department of Earth Sciences  
Date: September 8, 2006

I would like to bring forward at the September 11<sup>th</sup> meeting the following motions:

MOTION 1:

To strike from III B 1 (p. 17) the following statement:

“Two full-time, tenured faculty shall represent each department.” (see full context below)

III: College Procedures

B. Guidelines developed by the college shall provide for independence of decision making for the committee and the dean, while ensuring that candidates receive full consideration at every point.

1. The committee shall consist of no fewer than six voting members. ~~Two full-time, tenured faculty shall represent each department.~~ These representatives shall hold a minimum rank of Associate Professor (or its equivalent in programs where such rank does not obtain, i.e. Model Lab, Interpreter Training Program, etc.).

JUSTIFICATION OF THE MOTION:

This proposed change to the Faculty Handbook will create a 34-person P&T committee in the College of Arts and Sciences (17 departments). The size of this committee would be so unwieldy as to hinder effectiveness; places additional service burdens on our College faculty (in direct contradiction to efforts by the College to minimize committee-based service requirements); and countermands the policies and procedures voted on and approved by the majority of full-time tenured or tenure-track faculty in the college in 2005 and 2006.

The CAS constitution delineates the composition of the college P&T committee at a reasonable size and departmental/disciplinary distribution for the college using criteria unique to the college (as required in III A of the promotion and tenure portion of the faculty handbook). Additionally, the policies and procedures of the College Committee have been implemented and shown to be effective, but would effectively be nullified by requiring the College to have two faculty representatives from each department on the College Committee.

MOTION 2:

To strike III C 1 a (p. 18) from the document:

III: College Procedures

C. Each college shall establish clear definitions and delineations of the responsibilities of the committee and the college dean in writing and filed in the Office of the Provost and Vice-President for Academic Affairs:

1. The college committees shall have the following responsibilities:
  - a. ~~To elect a chair and recording secretary from the elected membership.~~

## JUSTIFICATION OF THE MOTION:

The CAS constitution, which was voted upon and approved by a majority of the full-time tenured or tenure-track faculty in the College, requires the chair of the college P&T committee to be the Associate Dean for Administrative Affairs & Research. “His/her role shall be that of a facilitator and to ensure that appropriate procedures and policies are adhered to and are applied in a consistent manner. He/she shall not otherwise participate in the evaluation of candidates for promotion and/or tenure.” This committee leadership was implemented in 2005-2006 and shown to be effective. The mandate provided in (III C 1 a) would nullify two years of a process of self-governance undertaken at the College level and the successes resulting from this policy’s implementation.

## MOTION 3:

To revise the wording of the promotion and tenure document to allow Department Chairs, College Deans, and the Provost to serve as non-voting members of their unit’s P&T committees. This rewording occurs in four places in the document:

### Promotion and Tenure Principles (p. 12), #15:

Department Chairs, College Deans, and the Provost shall NOT serve as voting members on promotion and tenure committees at any level; ~~however they may request or be requested to join such meetings.~~

### II C 3: (p. 15)

C. Each department shall establish procedures and methods for selecting the department committee for promotion and tenure. Department committees for promotion and tenure shall be composed as determined by the full-time teaching faculty of the department, within the following guidelines:

3. ~~As appropriate the committee may invite the department chair to confer; however~~  
The chair of the department may NOT serve as a voting member on the committee.

### III B 2: (p. 17)

2. The Dean of the college shall NOT serve as a voting member; ~~however, they may request or be requested to join such meetings.~~

### IV B 1: (p. 20) (this is for the University committee)

1. Neither the Provost and Vice-President nor a dean nor department chair shall serve as a voting member on the Committee. ~~The Provost and Vice-President may be invited to meet with the Committee or may request to meet with them, but they will submit separate recommendations.~~

## JUSTIFICATION OF THE MOTION:

Many departmental P&T policies and procedures allow the department chair to participate in the discussion of the candidate’s qualifications, or require the department chair to be a non-voting member of the departmental committee. The CAS constitution, which was voted upon and

approved by the majority of full-time tenured or tenure-track faculty in the college, requires the CAS Dean to be a non-voting member of the College Committee. The goal of having the unit administrator as a non-voting member of the unit P&T committee is to allow the administrator (and the committee) to be as well informed of the candidate's qualifications as possible so that the wisest decision can be made as it relates to the recommendation for tenure or promotion. The proposed change to the handbook will bar unit administrators from being non-voting members of their respective unit committees, which countermands some current college and departmental P&T governance documents.