MOTION

Providing for Departmental Criteria for Promotion & Tenure

Referred by: Governance Committee

Motion
The Faculty Senate recommends that the Teaching & Research Faculty Handbook be changed as stated below.

Original Wording
1.6.1.2 (in re: Promotion):
Each department must give each faculty member the Department and College criteria for faculty promotions upon hiring and upon any changes to such policies.

1.7.1 (in re: Tenure):
Departments set standards for each of these areas based on the nature of their disciplines, consistent with University guidelines. Department chairs are responsible for communicating to faculty members criteria regarding the granting of tenure. This responsibility shall be carried out on the appointment of a tenure-track faculty member and whenever changes are made in those criteria.

Revised Wording
1.6.1.2 (in re: Promotion):
Each department must give each faculty member the Department and College criteria for faculty promotions upon hiring and upon any changes to such policies. Departments set written standards for faculty promotions based on the nature of their disciplines, consistent with University guidelines. These standards should be developed jointly by the departmental Personnel Committee and the department chair (or school director). These standards will be communicated to the Dean, who may offer input. Department chairs are responsible for communicating to faculty members written standards regarding the granting of promotions. This responsibility shall be carried out on the appointment of a tenure-track faculty member and whenever changes are made in those criteria. Faculty may choose to be evaluated based upon the standards in effect at the time of promotion appointment to their current rank or any standards subsequently adopted.

1.7.1 (in re: Tenure):
Departments set written standards for tenure in each of these areas based on the nature of their disciplines, consistent with University guidelines. These standards should be developed jointly by the departmental Personnel Committee and the department chair (or school director). These standards will be communicated to the Dean, who may offer input. Department chairs are responsible for communicating to faculty members written standards criteria regarding the granting of tenure. This responsibility shall be carried out on the appointment of a tenure-track faculty member and whenever changes are made in those criteria. Faculty may choose to be evaluated based upon the standards in effect at the time of appointment to a tenure-track position or any standards subsequently adopted.

Rationale
The current revisions provide for input from the Dean, which is necessary because the Dean is part of the decision-making process for the granting of tenure and promotion. The original motion was passed by the Faculty Senate on May 1, 2014. Additional changes are highlighted in yellow and were made in response to feedback from the Provost.