Checklist for Chair of the Department P&T Committee (2020-2021)
Modified by Lynn Lamanac, Fall 2020

- During an initial planning meeting, the following discussions should take place:
  - If a chair was not elected in spring, elect the committee chair. The chair should be able to complete and advance the Digital Measures workflow. If not, or if the chair changes, email digitalmeasures@kennesaw.edu.
  - Remind committee members that maintaining confidentiality is a professional obligation of all members. E-mail is not a confidential medium, so confidential discussions should not take place by email. Confidential files may be exchanged using OneDrive.
  - Set up future meeting times and dates.
  - Faculty members going up for a review should not serve on the committee, and no person can participate in more than one stage of the review process. (A candidate under review for PTR can serve on the Department promotion and tenure committee, since the candidate’s portfolio starts at the college level.)
  - Department committees have a minimum of three faculty members who must be tenured and have a Faculty Performance Agreement (FPA) that specifies no more than 30% Administration and Leadership outside the department.
  - When considering an application for promotion to full professor, all voting members must be full professors.
  - When there are not three qualified faculty in a department or when the department faculty deems it is in the best interests of the tenure and promotion process, the department will elect tenured faculty from outside the department to serve on the review committee. Committee members elected from outside the department should come from the same or closely related disciplines or be familiar with the candidate’s areas of expertise and/or methodologies.
  - Department and College guidelines may allow for soliciting KSU faculty from other departments to serve as ad-hoc voting members of the department P&T committee for a particular candidate’s review.

- During the time frame of August 17–September 4, the committee deliberates about Tenure & Promotion recommendations for tenure-track faculty, non-tenure-track faculty (e.g., Lecturers), and administrative faculty.

- By September 4, a letter containing the committee’s recommendation which includes a detailed statement of their assessment of observed strengths and weaknesses is placed in the portfolio via the digital workflow. The committee chair who places the letter in the electronic portfolio will then email the candidate informing them that the letter has been uploaded.

- During the time frame of September 8–October 2, the committee reviews pre-tenure portfolios for tenure-track faculty.

- By October 2, a letter containing a detailed assessment of the candidate's current readiness to be tenured, including a detailed description for each area of performance that addresses how the candidate meets or does not meet the actual expectations for tenure, as well as specific suggestions for maintaining and enhancing further preparations for a successful tenure review in the future is placed in the portfolio via the digital workflow. The letter must address each area of review in detail. A copy of the letter is placed in the portfolio via the digital workflow. The committee chair who places the letter in the electronic portfolio will then email the candidate informing them that the letter has been uploaded.

Committee Voting

- Since the committee must make a recommendation (except in pre-tenure cases), a voting member must cast his or her vote unless there is a conflict of interest. When there is a conflict of interest, a voting member must disqualify himself/herself prior to the discussion of that portfolio and shall not be present for the discussion or vote on that case. Disputes regarding whether a committee member has a conflict of interest may be discussed with the KSU Ombuds. If adjudication is required, the case will be referred to the Senior Associate Vice President for Academic Affairs who will make a binding determination in the case. All committee votes are to be cast by secret ballot. Potential ethical discretions during the process may also be directed to the Provost.
Optional Faculty Member Response

- Within 10 calendar days from the date of Advance of each review recommendation, the faculty member has the right to respond to the committee's or administrator's recommendation and justifications by submitting a letter written by the faculty member to the reviewing committee or administrator and copied to the next level of review. The review level addressed in the letter does not respond to the letter, nor revisit the recommendation. The next level of review considers the letter and inserts it into the digital workflow along with the next recommendation letter.

Note: Department P&T guidelines are understood to be primary in promotion and tenure recommendations. Recommendation letters need to reference department P&T guidelines in justifying their recommendations.