

Workflow for Promotion, Tenure, Pre-tenure, and Post-Tenure Reviews

I. Pre-Tenure Review

Standard Levels of Review*

Dept P&T Committee → Dept Chair → College Dean

Department Chair Levels of Review

Dept P&T Committee → Committee of Department Chairs from the College → College Dean

II. Tenure and/or Promotion Reviews

Standard Levels of Review*

Dept P&T Committee → Dept Chair → College Dean → Provost → President

Department Chair Levels of Review**

Dept P&T Committee → Committee of Department Chairs from the College → College Dean → Provost → President

* Standard level of review applies to all teaching faculty, college-level administrators, and university-level administrators.

** Need to retain a separate workflow for chairs as we have untenured assistant or associate professors as chairs.

Committee of Department chairs can include all chairs from that college or a subset as prescribed in the College bylaws.

Appeals Committee for Faculty on a Teaching Contract

The College P&T Committee serves as the appeals committee for promotion & tenure decisions. A review by the College P&T Committee constitutes another level of due process reconsideration beyond the department committee's, department chair's, and dean's reviews or provost's review.

Appeals Committee for Faculty on an Administrator Contract

A Special University Committee consisting of five chairs of College P&T Committees (elected by the College P&T Committee chairs) plus two Deans elected by the Deans council (can't be dean of the candidate's home department) serves as the appeals committee for promotion & tenure decisions for chairs, college-level administrators and university-level administrators. A review by a Special University Committee constitutes another level of due process reconsideration beyond the previous levels of review.

A portfolio for promotion and/or tenure will go to an Appeals Committee for any of the following reasons:

- 1) A request for an additional review by the faculty candidate
- 2) In the event of any negative recommendations by the review levels prior to the Provost's review
- 3) A request for an additional review by a review party (e.g., Department P&T committee, Department Chair, Dean, Provost, President)
- 4) If the Provost is inclined not to support the recommendation of previous levels

III. Post-Tenure Reviews for Tenured Faculty (Excluding Administrative Faculty) (no change from current process)

Levels of Review

College P&T Committee → College Dean

Appeals Committee

Current Chairs of Department P&T Committees in Faculty's College or a subset as prescribed in the College bylaws.