

## 2018-2019

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

### Reasons for change/notes (effective July 1, 2018):

- 1) Simplifies workflow, reduces number of appeals committees (only College P&T, and “Special University-wide” committee; no separate committee of Deans); Special University-wide committee is smaller (7 members down from 12).
- 2) We now hire deans and most chairs with tenure; most are brought in as Professors. So the special workflows are no longer needed.
- 3) However, the exception is because some chairs are not tenured nor fully promoted, a special workflow is still needed for chairs.
- 4) For those chairs and other “college or university” level administrators, given that their tenure and/or promotion resides within a department (for practical purposes) and they are required to meet the department expectations for tenure and/or promotion, their review should follow the same review path of teaching faculty. It must be made clear that these administrative faculty must be judged with their situational context (very high service expectations as administrators) in mind.
- 5) However, because of their high administrative workload for chairs, college-level, and university-level administrators, the appeals committee would be a special university committee that represents a broader constituency.
- 6) It will be expected that college-level and university-level administrators will have an MOU that allows their current supervisor to have input at the “Department Chair” level of review.

## I. Pre-Tenure Review

### Standard Levels of Review\*

Dept T&P Committee → Dept Chair → College Dean

### Department Chair Levels of Review

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

## II. Tenure and/or Promotion Reviews

### Standard Levels of Review\*

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

### Department Chair Levels of Review\*\*

Dept T&P 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 T&P Committee serves as the appeals committee for tenure & promotion decisions. A review by the College T&P 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 tenure & promotion 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 tenure and/or promotion 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 T&P 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 T&P Committee → College Dean

Appeals Committee

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