

(1) PROPOSED NEW TEXT

2.2.6.7 Submission to the Dean of Tenure Materials

The department chair then forwards to the dean the candidate's complete tenure-review file, including the letters from the external evaluators and the letters written by the faculty. Once the tenure review file leaves the department no other substantive information may be added to the file except as described in the following sections.

2.2.6.8 Submission to the College Tenure Committee

The dean of the college monitors the tenure review process, making certain that individuals for whom tenure decisions are due are considered and that tenure review files are complete. The dean forwards, upon receipt from the department, a copy of the complete tenure review file to the college tenure committee.

2.2.6.9 College Tenure Committee Review

The college tenure committee is responsible for recommending for or against promotion and/or tenure of any member of the college.

The college tenure committee is empowered to solicit from the candidate, the department, the chair, the dean, and the provost any materials it deems relevant in addition to the tenure review file. The committee's recommendation on the merits of each case is to be based solely on the criteria as stipulated in section 2.2.1.5, i.e., excellence in teaching, research and scholarship, and service to the university. The committee's recommendation, the departmental recommendation, and the tenure review file are forwarded to the dean. The college committee is to make its own substantive and independent recommendation on whether or not a candidate merits tenure or promotion. At least five members of each committee must vote without abstention on any tenure or promotion case. No faculty member may vote more than once on any tenure case (i.e., if a faculty member votes as a department member, they shall not vote on any college or university committee reviewing the same case.) All votes, including abstentions, shall be recorded. The committee will write a letter that summarizes the vote and the majority recommendation.

When the college tenure committee agrees with the departmental recommendation, their recommendations together constitute a "faculty recommendation." If the committee's recommendation is contrary to that of the department, there is not a "faculty recommendation," as defined in section 2.2.2.1. In the event that the department fails to make a recommendation (the tenured voting members' recommendations yield a tie vote) (Section 2.2.6.5), then the college tenure committee's recommendation constitutes a "faculty recommendation."

In the absence of a unanimous committee recommendation, the committee chair designates a member representing the minority opinion to write a letter to the dean expressing the reasons for the vote of the minority. The minority opinion shall be added to the review file.

(2) PROPOSED NEW TEXT WITH MARKUP

2.2.6.7 Submission to the Dean of Tenure Materials

The department chair then forwards to the dean the candidate's complete tenure-review file, including the letters from the external evaluators and the letters written by the faculty. Once the tenure review file leaves the department no other substantive information may be added to the file except ~~as~~ described in the following sections.

Deleted: for the letters

2.2.6.8 Submission to the College Tenure Committee

The dean of the college monitors the tenure review process, making certain that individuals for whom tenure decisions are due are considered and that tenure review files are complete. The dean forwards, upon receipt from the department, a copy of the complete tenure review file to the college tenure committee.

2.2.6.9 College Tenure Committee Review

The college tenure committee is responsible for recommending for or against promotion and/or tenure of any member of the college.

The college tenure committee is empowered to solicit from the candidate, the department, the chair, the dean, and the provost any materials it deems relevant ~~in addition to the tenure review file~~. The committee's recommendation on the merits of each case is to be based solely on the criteria as stipulated in section 2.2.1.5, i.e., excellence in teaching, research and scholarship, and service to the university. The committee's recommendation, the departmental recommendation, and the tenure review file are forwarded to the dean. The college committee is to make its own substantive and independent recommendation on whether or not a candidate merits tenure or promotion. At least five members of each committee must vote without abstention on any tenure or promotion case. No faculty member may vote more than once on any tenure case (i.e., if a faculty member votes as a department member, they shall not vote on any college or university committee reviewing the same case.) All votes, including abstentions, shall be recorded. The committee will write a letter that summarizes the vote and the majority recommendation.

When the college tenure committee agrees with the departmental recommendation, their recommendations together constitute a "faculty recommendation." If the committee's recommendation is contrary to that of the department, there is not a "faculty recommendation," as defined in section 2.2.2.1. In the event that the department fails to make a recommendation (the tenured voting members' recommendations yield a tie vote) (Section 2.2.6.5), then the college tenure committee's recommendation constitutes a "faculty recommendation."

In the absence of a unanimous committee recommendation, the committee chair designates a member representing the minority opinion to write a letter to the dean expressing the reasons for the vote of the minority. The minority opinion shall be added to the review file.

2.2.6.10 Dean's Recommendation

When there is a "faculty recommendation," the dean prepares their own recommendation after receiving the tenure review file. In the absence of a "faculty recommendation" (that is, when the departmental recommendation and the college tenure committee's recommendation do not agree), the dean will notify the department chair of the tenure committee's recommendation by sending the chair a copy of the tenure committee's letter and any minority opinion letter. The department may submit a rebuttal for consideration by the dean, which then becomes a part of the review file. The dean will review the departmental recommendation, the college tenure committee's recommendation, and any departmental rebuttal and evaluate the candidate's qualifications in terms of the criteria (as stated in section 2.2.1.5 and as applied in the annual evaluations). Before making their final recommendation, the dean will hold two

separate meetings, one with the college tenure committee and one with the voting members of the department who participated in the evaluation of the candidate. At these meetings, the dean shall discuss their reasons for agreeing with one faculty group and disagreeing with the other.

In the event the dean is considering a recommendation contrary to a “faculty recommendation” as described in section 2.2.2.1, prior to making a final decision, the dean will call a single joint meeting of the college tenure committee and the voting members of the department who participated in the evaluation of the candidate. The purpose of this meeting is to give the dean an opportunity to clarify their understanding of the faculty recommendation and to have a two-way conversation with the faculty about what the dean and the faculty see as key differences.

2.2.6.11 Pre-Submission Dean Consultation with the Candidate

Prior to forwarding the tenure review file to the provost, the dean then meets with the tenure candidate and informs them orally of the recommendation of the college tenure committee. The tenure committee’s evaluation regarding each of the criteria is discussed. The candidate is advised of the strength of the committee’s recommendation (e.g., unanimous, strong majority, narrow majority). Upon request by the candidate, the dean must provide the substance of this discussion in writing. In providing this information, the dean must not disclose the identities of individual evaluators. At this point the dean also informs the candidate of their own recommendation. The candidate is advised that they may submit written comments, following the tenure review timetable established by the provost, on the tenure committee’s recommendation and/or the dean’s recommendation and that such comments will be included in the tenure review file. The candidate also is advised that they may withdraw from consideration and terminate the tenure review process at this stage.

Deleted: The candidate may

(3) ORIGINAL TEXT

2.2.6.7 Submission to the Dean

The department chair then forwards to the dean the candidate's complete tenure-review file, including the letters from the external evaluators and the letters written by the faculty. Once the tenure review file leaves the department no other substantive information may be added to the file except for the letters described in the following sections.

2.2.6.8 Submission to the College Tenure Committee

The dean of the college monitors the tenure review process, making certain that individuals for whom tenure decisions are due are considered and that tenure review files are complete. The dean forwards, upon receipt from the department, a copy of the complete tenure review file to the college tenure committee.

2.2.6.9 College Tenure Committee Review

The college tenure committee is responsible for recommending for or against promotion and/or tenure of any member of the college.

The college tenure committee is empowered to solicit from the candidate, the department, the chair, the dean, and the provost any materials it deems relevant. The committee's recommendation on the merits of each case is to be based solely on the criteria as stipulated in section 2.2.1.5, i.e., excellence in teaching,

research and scholarship, and service to the university. The committee's recommendation, the departmental recommendation, and the tenure review file are forwarded to the dean. The college committee is to make its own substantive and independent recommendation on whether or not a candidate merits tenure or promotion. At least five members of each committee must vote without abstention on any tenure or promotion case. No faculty member may vote more than once on any tenure case (i.e., if a faculty member votes as a department member, they shall not vote on any college or university committee reviewing the same case.) All votes, including abstentions, shall be recorded. The committee will write a letter that summarizes the vote and the majority recommendation.

When the college tenure committee agrees with the departmental recommendation, their recommendations together constitute a "faculty recommendation." If the committee's recommendation is contrary to that of the department, there is not a "faculty recommendation," as defined in section 2.2.2.1. In the event that the department fails to make a recommendation (the tenured voting members' recommendations yield a tie vote) (Section 2.2.6.5), then the college tenure committee's recommendation constitutes a "faculty recommendation."

In the absence of a unanimous committee recommendation, the committee chair designates a member representing the minority opinion to write a letter to the dean expressing the reasons for the vote of the minority. The minority opinion shall be added to the review file.

2.2.6.10 Dean's Recommendation

When there is a "faculty recommendation," the dean prepares their own recommendation after receiving the tenure review file. In the absence of a "faculty recommendation" (that is, when the departmental recommendation and the college tenure committee's recommendation do not agree), the dean will notify the department chair of the tenure committee's recommendation by sending the chair a copy of the tenure committee's letter and any minority opinion letter. The department may submit a rebuttal for consideration by the dean, which then becomes a part of the review file. The dean will review the departmental recommendation, the college tenure committee's recommendation, and any departmental rebuttal and evaluate the candidate's qualifications in terms of the criteria (as stated in section 2.2.1.5 and as applied in the annual evaluations). Before making their final recommendation, the dean will hold two separate meetings, one with the college tenure committee and one with the voting members of the department who participated in the evaluation of the candidate. At these meetings, the dean shall discuss their reasons for agreeing with one faculty group and disagreeing with the other.

In the event the dean is considering a recommendation contrary to a "faculty recommendation" as described in section 2.2.2.1, prior to making a final decision, the dean will call a single joint meeting of the college tenure committee and the voting members of the department who participated in the evaluation of the candidate. The purpose of this meeting is to give the dean an opportunity to clarify their understanding of the faculty recommendation and to have a two-way conversation with the faculty about what the dean and the faculty see as key differences.

2.2.6.11 Pre-Submission Dean Consultation with the Candidate

Prior to forwarding the tenure review file to the provost, the dean then meets with the tenure candidate and informs them orally of the recommendation of the college tenure committee. The tenure committee's evaluation regarding each of the criteria is discussed. The candidate is advised of the strength of the committee's recommendation (e.g., unanimous, strong majority, narrow majority). The candidate may request the substance of this discussion in writing. In providing this information, the dean must not disclose the identities of individual evaluators. At this point the dean also informs the candidate of their own recommendation. The candidate is advised that they may submit written comments, following the

tenure review timetable established by the provost, on the tenure committee's recommendation and/or the dean's recommendation and that such comments will be included in the tenure review file. The candidate also is advised that they may withdraw from consideration and terminate the tenure review process at this stage.

4) EXPLANATION FOR NEEDED CHANGE

These changes are needed to align with current practice and to clarify the scope of the tenure materials: in addition to letters, the tenure and promotion committee may (and does) solicit additional materials in order to evaluate a case (2.2.6.7 and 2.2.6.9). Similarly, we wish to clarify that the tenure candidate has the right to receive written documentation on their conversation with the dean about the tenure case—that this is not a request that may be denied.

(5) EXPLANATION FOR WHY CHANGE ADDRESSES ISSUE

Minor emendations to language to align with current practice and clarify tenure candidate's rights.

(6) PROPOSAL ORIGIN AND HISTORY

- Jenna Lay, Faculty Senate Vice Chair, removal from parliamentarian edits 11/25/2024
- Doug Mahoney, Faculty Senate Parliamentarian, review to determine best pathway 10/4/2024
- Jenna Lay, Faculty Senate Vice Chair, submission to parliamentarian for advice on best mechanism for emendation 9/2/2024
- Larry Snyder, Deputy Provost for Faculty Affairs, email to Faculty Affairs Subcommittee 4/25/24

(7) PROPOSED IMPLEMENTATION DATE

March 2025, to meet deadlines for a final vote at the May 2025 BOT meeting

(8) IMPACTS ON OTHER PARTS OF R&P

There should be no impacts on R&P numbering or cross referencing