

## 2.2.6.11 Dean Writes Letter for Tenure

### (1) PROPOSED NEW TEXT

#### 2.2.6 Tenure Review Process

##### 2.2.6.11 Pre-Submission Dean Consultation with the Candidate (October 9, 2025)

Prior to forwarding the tenure review file to the provost, the dean writes a letter, addressed to the provost, indicating the dean's recommendation regarding tenure and the reasons for that recommendation. This letter will be included in the tenure review file. The dean meets with the tenure candidate and informs them 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 meeting the dean also informs the candidate of their own recommendation and provides the candidate with a copy of the dean's recommendation letter to the provost. 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.

### (2) PROPOSED NEW TEXT WITH MARKUP

#### 2.2.6 Tenure Review Process

##### 2.2.6.11 Pre-Submission Dean Consultation with the Candidate (October 9, 2025)

Prior to forwarding the tenure review file to the provost, **the dean writes a letter addressed to the provost, indicating the dean's recommendation regarding tenure and the reasons for that recommendation. This letter will be included in the tenure review file.** ~~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 ~~meeting point~~ the dean also informs the candidate of their own recommendation and provides the candidate with a copy of the dean's recommendation letter to the provost. 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.

### **(3) ORIGINAL TEXT**

#### 2.2.6 Tenure Review Process

##### 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**

The dean's letter to the provost making a recommendation about tenure is a critical part of the tenure review process but is not explicitly required by R&P.

### **(5) EXPLANATION FOR WHY CHANGE ADDRESSES ISSUE**

The new text specifies that the dean must write a letter making their tenure recommendation to the provost, and must provide that letter to the candidate.

## **(6) PROPOSAL HISTORY**

- Larry Snyder (DPFA): proposed revision

## **(7) PROPOSED IMPLEMENTATION DATE**

First read November 2025, second read December 2025, full faculty vote spring 2026, BoT May 2026.

## **(8) IMPACTS ON OTHER PARTS OF R&P**

None.

## **2.2.9.11 Dean Writes Letter for Promotion**

### **(1) PROPOSED NEW TEXT**

#### 2.2.9 Promotion Review Process

##### 2.2.9.11 Pre-Submission Dean Consultation with the Candidate (October 9, 2025)

Prior to forwarding the promotion review file to the provost, the dean writes a letter, addressed to the provost, indicating the dean's recommendation regarding promotion and the reasons for that recommendation. This letter will be included in the promotion review file. The dean meets with the promotion candidate and informs them of the recommendation of the college promotion committee. The promotion 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 meeting the dean also informs the candidate of their own recommendation and provides the candidate with a copy of the dean's recommendation letter to the provost. The candidate is advised that they may submit written comments, following the promotion timetable established by the provost, on the promotion committee's evaluation and/or the dean's recommendation and that such comments will be included in the promotion review file. The candidate also is advised that they may withdraw from consideration and terminate the promotion review process at this stage.

### **(2) PROPOSED NEW TEXT WITH MARKUP**

#### 2.2.9 Promotion Review Process

##### 2.2.9.11 Pre-Submission Dean Consultation with the Candidate (October 9, 2025)

Prior to forwarding the promotion review file to the provost, **the dean writes a letter addressed to the provost, indicating the dean's recommendation regarding promotion and the reasons for that recommendation. This letter will be included in the promotion review file.** ~~The dean then~~ meets with the promotion candidate and informs them ~~orally~~ of the recommendation of the college promotion committee. The promotion 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 meeting point the dean also informs the candidate of their own recommendation and provides the candidate with a copy of the dean's recommendation letter to the provost. The candidate is advised that they may submit written comments, following the promotion timetable established by the provost, on the promotion committee's evaluation and/or the dean's recommendation and that such comments will be included in the promotion review file. The candidate also is advised that they may withdraw from consideration and terminate the promotion review process at this stage.

### **(3) ORIGINAL TEXT**

#### 2.2.9 Promotion Review Process

##### 2.2.9.11 Pre-Submission Dean Consultation with the Candidate

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### **(4) EXPLANATION FOR NEEDED CHANGE**

The dean's letter to the provost making a recommendation about promotion is a critical part of the promotion review process but is not explicitly required by R&P.

### **(5) EXPLANATION FOR WHY CHANGE ADDRESSES ISSUE**

The new text specifies that the dean must write a letter making their promotion recommendation to the provost, and must provide that letter to the candidate.

### **(6) PROPOSAL HISTORY**

- Larry Snyder (DPFA): proposed revision

**(7) PROPOSED IMPLEMENTATION DATE**

First read November 2025, second read December 2025, full faculty vote spring 2026, BoT May 2026.

**(8) IMPACTS ON OTHER PARTS OF R&P**

None.