

2.2.6.5 Remove “Departmental Goals and Needs” for Tenure

(1) PROPOSED NEW TEXT

2.2.6 Tenure Review Process

2.2.6.5 Departmental Recommendation (October 6, 2025)

After receiving the faculty letters, the chair writes the department's recommendation. This recommendation summarizes the tenured voting members' recommendations, and discusses in detail each of the criteria as applied to the candidate. The chair shares a copy of this document with the tenured faculty. A tenured faculty member can object to this document, and if not satisfied, submit in writing their objections; these objections are included in the candidate's tenure review file. In the event that the department fails to make a recommendation (the tenured voting members' recommendations yield a tie vote), then the College Tenure Committee's (Section 2.2.6.9) recommendation constitutes a “faculty recommendation.”

(2) PROPOSED NEW TEXT WITH MARKUP

2.2.6 Tenure Review Process

2.2.6.5 Departmental Recommendation (October 6, 2025)

After receiving the faculty letters, the chair writes the department's recommendation. This recommendation summarizes the tenured voting members' recommendations, ~~analyzes the proposed action in terms of departmental goals and needs,~~ and discusses in detail each of the criteria as applied to the candidate. The chair shares a copy of this document with the tenured faculty. A tenured faculty member can object to this document, and if not satisfied, submit in writing their objections; these objections are included in the candidate's tenure review file. In the event that the department fails to make a recommendation (the tenured voting members' recommendations yield a tie vote), then the College Tenure Committee's (Section 2.2.6.9) recommendation constitutes a “faculty recommendation.”

(3) ORIGINAL TEXT

2.2.6 Tenure Review Process

2.2.6.5 Departmental Recommendation

After receiving the faculty letters, the chair writes the department's recommendation. This recommendation summarizes the tenured voting members' recommendations, analyzes the proposed action in terms of departmental goals and needs, and discusses in detail each of the criteria as applied to the candidate. The chair shares a copy of this document with the tenured faculty. A tenured faculty member can object to this document, and if not satisfied, submit in writing their objections; these objections are included in the candidate's tenure review file. In the event that the department fails to make a recommendation (the tenured voting members' recommendations yield a tie vote), then the College Tenure Committee's (Section 2.2.6.9) recommendation constitutes a "faculty recommendation."

(4) EXPLANATION FOR NEEDED CHANGE

Tenure decisions should be made only based on the faculty member's excellence in research, teaching, and service, and not based on departmental goals and needs.

(5) EXPLANATION FOR WHY CHANGE ADDRESSES ISSUE

The new text removes the phrase about departmental goals and needs.

(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.

2.2.9.5 Remove “Departmental Goals and Needs” for Promotion

(1) PROPOSED NEW TEXT

2.2.9 Promotion Review Process

2.2.9.5 Departmental Recommendation (October 6, 2025)

The department chair writes the departmental recommendation. This recommendation summarizes the participating faculty members' recommendations and addresses in detail the criteria as applied to the candidate. The chair shares this document with each faculty member participating in the evaluation. Objections to the document can be made to the chair, and, if the objecting faculty member is not satisfied, written objections are to be included in the promotion review file.

In the event that the department fails to make a recommendation (the participating faculty members' recommendations yield a tie vote), then the college promotion committee's (Section 2.2.9.9) recommendation constitutes a “faculty recommendation.”

(2) PROPOSED NEW TEXT WITH MARKUP

2.2.9 Promotion Review Process

2.2.9.5 Departmental Recommendation (October 6, 2025)

The department chair writes the departmental recommendation. This recommendation summarizes the participating faculty members' recommendations, ~~analyzes the proposed action in terms of departmental goals and needs,~~ and addresses in detail the criteria as applied to the candidate. The chair shares this document with each faculty member participating in the evaluation. Objections to the document can be made to the chair, and, if the objecting faculty member is not satisfied, written objections are to be included in the promotion review file.

In the event that the department fails to make a recommendation (the participating faculty members' recommendations yield a tie vote), then the college promotion committee's (Section 2.2.9.9) recommendation constitutes a “faculty recommendation.”

(3) ORIGINAL TEXT

2.2.9 Promotion Review Process

2.2.9.5 Departmental Recommendation

The department chair writes the departmental recommendation. This recommendation summarizes the participating faculty members' recommendations, analyzes the proposed action in terms of departmental goals and needs, and addresses in detail the criteria as applied to the candidate. The chair shares this document with each faculty member participating in the evaluation. Objections to the document can be made to the chair, and, if the objecting faculty member is not satisfied, written objections are to be included in the promotion review file.

In the event that the department fails to make a recommendation (the participating faculty members' recommendations yield a tie vote), then the college promotion committee's (Section 2.2.9.9) recommendation constitutes a "faculty recommendation."

(4) EXPLANATION FOR NEEDED CHANGE

Promotion decisions should be made only based on the faculty member's excellence in research, teaching, and service, and not based on departmental goals and needs.

(5) EXPLANATION FOR WHY CHANGE ADDRESSES ISSUE

The new text removes the phrase about departmental goals and needs.

(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.