

## MOTION

### Providing for Departmental Criteria for Promotion & Tenure

Referred by: Governance Committee

#### Motion

The Faculty Senate recommends that the *Teaching & Research Faculty Handbook* be changed as stated below.

#### Original Wording

##### *1.6.1.2 (in re: Promotion):*

Each department must give each faculty member the Department and College criteria for faculty promotions upon hiring and upon any changes to such policies.

##### *1.7.1 (in re: Tenure):*

Departments set standards for each of these areas based on the nature of their disciplines, consistent with University guidelines. Department chairs are responsible for communicating to faculty members criteria regarding the granting of tenure. This responsibility shall be carried out on the appointment of a tenure-track faculty member and whenever changes are made in those criteria.

#### Revised Wording

##### *1.6.1.2 (in re: Promotion):*

~~Each department must give each faculty member the Department and College criteria for faculty promotions upon hiring and upon any changes to such policies.~~ Departments set written standards for faculty promotions based on the nature of their disciplines, consistent with University guidelines. These standards should be developed jointly by the departmental Personnel Committee and the department chair (or school director). Department chairs are responsible for communicating to faculty members written standards regarding the granting of promotions. This responsibility shall be carried out on the appointment of a tenure-track faculty member and whenever changes are made in those criteria. Faculty may choose to be evaluated based upon the standards in effect at the time of promotion to their current rank or any standards subsequently adopted.

##### *1.7.1 (in re: Tenure):*

Departments set written standards for each of these areas based on the nature of their disciplines, consistent with University guidelines. These standards should be developed jointly by the departmental Personnel Committee and the department chair (or school director). Department chairs are responsible for communicating to faculty members written standards ~~criteria~~ regarding the granting of tenure. This responsibility shall be carried out on the appointment of a tenure-track faculty member and whenever changes are made in those criteria. Faculty may choose to be evaluated based upon the standards in effect at the time of appointment to a tenure-track position or any standards subsequently adopted.

#### Rationale

We do not want to limit departments' ability to set appropriate standards for their discipline; however, fairness demands that each department sets clear standards and communicates those standards in writing. The standards should be communicated to each new faculty member in writing upon hire, and to all existing faculty in writing whenever any changes are made to the performance standards.

If a college has written criteria for any of these areas, any department or school within that college can decide to develop their own criteria or to adopt the College criteria for their department or school. All colleges currently have performance standards, so these changes do not *require* any department or school to develop their own criteria for promotion or tenure.