

## Promotion, Tenure, and Post-tenure Taskforce

### Notes 10/3/23

- Michelle has been working in a P&T flowchart/timeline that she will send to the group for comments.

We are focusing on post-tenure reviews first and have compiled a list of questions for administration:

- Post-tenure review is not meant to be punitive, however it seems to have been designed that way. Can we remove the punitive component (i.e. faculty losing their positions or losing tenure)?
- Will there actually be salary enhancements available every year for successful post-tenure reviews? If salary enhancements are not guaranteed can we remove it from the policy/procedure?
- In AP-FC-001 section 3.2.2 it states that a Dean may issue a satisfactory determination when a faculty only minor improvements in 3 or less areas – what is considered minor improvement? This doesn't seem to have been followed last year.
- In AP-FC-001 section 2.3.14 what is the definition of "special competence earned from professional experience"? Who determines this?
- For the Schools of Education and Criminal Justice, they do not report to a Dean, so how does this work in the evaluation process? Do they skip the Dean's evaluation? Does the program director/Chair conduct evaluate faculty? How will this be equitable with the Colleges?
- Who will be notifying faculty that are up for post-tenure review this year? Can a master list be created so all tenured faculty know when they will be going up for review?
- Can we get rid of redundant areas in the portfolio?
- Do transcripts need to be included in the portfolio? Obviously we had them to get the job and to be granted tenure, do they need to be revisited?
- AP-FC-001 section 6.3 indicates that appeals go to the President who made the determination in the first place. Can an appeals committee be created for this consisting of one BOG member and a tenured faculty member from each College?
- AP-FC-001 section 2.4 on Faculty comments – anonymous submissions are not allowed, therefore the Dean knows who the comments are from, and the Dean is part of the post-tenure recommendation process. Is this not a conflict? Also, comments should only be allowed from tenured faculty members, however this is not stated in the procedure.
- Can we create a peer committee (or use the existing P&T committee) to make a recommendation on post-tenure? Can we make the P&T and post-tenure processes as similar as possible?
- Can we include that an unsatisfactory determination at any level (Dean, Provost, President) must be accompanied by a written rationale with evidence?
- Can we move post-tenure review to a 5-year cycle instead of 3 years?
- Are there any other schools in the state that conduct post-tenure reviews?
- Can we take a vote in Faculty Assembly to determine if faculty support continuing post-tenure reviews?