Committee on Appointment, Promotion and Tenure

01/16/2019

Report to Faculty Senate

1. Current Status

* Draft revisions to existing 1405.11 approximately completed
  + Reviewed by Provost, University Council, and APT Committee
* Non-Tenure-Track policy developed by John Delery committee must be reconciled and added to 1405.11

1. Next Steps
   * Submit completed 1405.11 policy to Faculty Senate in January, 2019
     + Inform Senate that as they consider the draft of current 1405.11, APT will be reconciling and adding Delery NTT policy text to 1405.11
     + Goal will be to deliver combined policy to Faculty Senate no later than March 2019
2. Summary of Major Changes
   * + Drafted “quality statement” as rationale for 1405.11 (p. 2)

* Developed procedures for initial appointment at Associate Professor or higher rank and for initial appointment with tenure (p. 3)
* Combined “Annual Review” into one section and deleted redundancies (pp. 4-6)
* Revised appeal procedure for faculty disputing annual evaluation or recommendation (Dean is the decider) (p. 6)
* Created new section on “Peer Review” and its role in Annual Review and Post-Tenure Review processes (pp. 6-7)
* Specified eligibility to vote in Peer Review elections; specified eligibility to serve on these committees; and eligibility of committee members to vote on various tenure/rank combinations (p.6)
* Wrote new section on Third-Year Review, including specific evaluation outcomes (p. 7)
* Incorporated Board language on Post-Tenure Review (pp. 7-8)
* Defined “unsatisfactory” performance (pp. 7-8)
* Developed/Incorporated new, expanded “Criteria for Assessing Faculty Performance” in teaching/professional performance, scholarship/creative activities, and academically-related service (pp. 8-12)
* For teaching, require both numerical and qualitative (comments) be reported by faculty as part of Annual Review (p. 9) and promotion/tenure packets (p. 16)
* Require one additional (other than student end-of-course evaluations) item of evidence on teaching performance (choose from among listed items) (pp. 9-10)
* Minor revisions to “Professional Performance” section of Annual Review (p. 10)
* Developed criteria statement for promotion to Associate and Full Professor ranks (pp. 13-14)
* Limited promotion/tenure candidate additions to file to three specific points: receipt of (a) redacted letters; (b) receipt of unit chair and personnel committee letters; (c) College committee and Dean’s letters. Specified that additions may only be made to correct errors of fact OR to update one or more items originally included in dossier (pp. 15-16)
* Revised External Review Letters policy (pp. 17-19)
  + Defined “qualified, impartial reviewers” (p. 17)
  + Defined process for special cases when previous cannot be met (p. 17)
  + Specified that candidate may not contact (potential) external reviewers (p. 17)
  + Allowed each College to determine the relevant dimensions to be addressed by outside reviewers (p. 18)
* Specified eligibility to vote in Personnel Committee elections; specified eligibility to serve on these committees; and eligibility of committee members to vote on various tenure/rank combinations (pp. 19-21)
  + Specified that department heads/chairs shall not serve on Personnel Committee
  + Specified that Personnel Committee include minimum of one NTT faculty IF eligible to serve
  + Specified no “above rank” voting except that Professors may vote on UP or DP candidates
* Developed requirements and procedures for units having fewer than three Personnel Committee members both eligible and voting on a specific candidate (p. 20)
* Deleted the option to “Abstain” from a committee vote (p. 20)
  + Yes/No or Recuse [specified that a Recuse vote = absent and is not recorded or counted] (p. 20)
  + Required votes to be by secret ballot (p. 20)
* Eliminated “multiple votes” at dept. and college and university levels (pp. 20-21)
* Reconciled “Suspension of Probationary Period” with new Board Policy 405.1 requirements (p. 25-27)
* Combined, condensed, revised (throughout)

1. On-going for 1405.11

* Clean-up of text and formatting
* Incorporation of non-tenure track policy components

University Committee on Appointment, Promotion and Tenure

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