POLICY E 5.0 POLICY ON TENURE

REVISIONS PROPOSED BY FAC
Policy E5.0 Policy on Tenure section 3, The Tenure Process sub-section:

b. Annual and Comprehensive Reviews
   a) Annual Review
   b) Comprehensive Mid-tenure Review
      i) Timing
      ii) Documentation
      iii) Department Head
      iv) Input from Department Tenured Faculty
      v) Committee
      vi) Schedule
      vii) External Review Letters
      viii) Evaluation
      ix) Access to Comprehensive Mid-tenure Review Documents
3.B(2) VI SCHEDULE

Proposed Policy (17 SEP), text line 370
“vi. Schedule: Each college will establish its own dates for receiving documentation from candidates and for communicating with them. The schedule shall ensure that input is received by the provost no later than April 1.”

Suggested Change to Proposed Policy (21 NOV)
“vi. Schedule: Each college will establish its own dates and process for receiving documentation from candidates and for communicating with them. The schedule shall ensure that input is received by the provost no later than April 1. Upon initial communication with the candidate regarding collection of documentation, the comprehensive mid-tenure review process begins.”

DECISION/VOTE, 12 DEC 2013: above change accepted
Suggest parallel treatment between mid-tenure comprehensive review and tenure review processes in regards to:

- Process by which external letters are requested
- Faculty access to external letters
Proposed Policy (17 SEP), text line 373

“vii. External Review Letters: The candidate’s department head shall seek a minimum of two external peer reviewers in the candidate’s field of scholarship. The external review letters will be received by the dean’s office of the candidate. The external reviewers shall evaluate the candidate’s scholarship in their respective field according to policy and criteria established by the college. At mid-tenure review, external review letters from thesis advisors or co-authors may be included in the official list of external letters. However, to maximize objective feedback for the candidate, department heads are encouraged to also seek letters from reviewers who are not thesis advisors or co-authors.”
“vii. External Review Letters: The candidate’s department head shall seek a minimum of two external peer reviewers in the candidate’s field of scholarship upon consultation the candidate’s department head. The external review letters will be received by the dean’s office of the candidate. The external reviewers shall evaluate the candidate’s scholarship in their respective field according to university tenure policy and college tenure expectations established by the college. At mid-tenure review, external review letters from thesis advisors or co-authors may be included in the official list of external letters. However, to maximize objective feedback for the candidate, department heads the dean’s office is are encouraged to also seek letters from reviewers who are not thesis advisors or co-authors.”
3.B(2) VII EXTERNAL REVIEW LETTERS

Suggested Policy (12 DEC) to parallel E6.0, text line 373

“vii. External Review Letters: The tenure committee chair shall seek letters from a minimum of two external reviewers. The chair shall strive, at a minimum, to seek a review from individuals recommended by the candidate and a review from individuals recommended by the candidate’s department head. In all cases, the reviewers should have expertise in the candidate’s fields of study within the candidate’s expertise. At mid-tenure review, reviews from thesis advisors or co-authors may be included. However, to maximize objective feedback for the candidate, the committee chair is encouraged to also seek letters from reviewers who are not thesis advisors or co-authors. Reviewers should be asked to comment on the overall quality of the candidate’s work. The external reviewers are requested to evaluate the candidate’s scholarship in their respective field according to university tenure criteria and college tenure expectations. The external review letters will be received by the dean’s office of the candidate.”

DECISION/VOTE, 12 DEC 2013: above changes accepted
3.B(2)IX ACCESS TO MID-TENURE REVIEW DOCUMENTS

• Text line 417 may need to be edited based on process used to obtain external letters.

• Proposed Policy (17 SEP), text line 415:
  • ix……. “To maximize the value of that advice and council, at the conclusion of the process, the candidate’s department head shall receive the department faculty letters and the external reviewer letters.

• DECISION/VOTE on 12 DEC 2013: above change accepted
3.B(2)IX ACCESS TO MID-TENURE REVIEW DOCUMENTS

- Discussion Required on Table 1 (text line 424)
- FAC Suggestion: for consistency, add back in the strike-through text “at conclusion of review process” with regards to Dept Head access to External Review Letters.
- DECISION/VOTE on 12 DEC 2013: agreed to including “at conclusion of review process” in Table 1
3.B(2) IX ACCESS TO MID-TENURE REVIEW DOCUMENTS

- Discussion Required on table (text line 424)
- Comments received generally focused on tenured faculty access to external reviewer letters
- Table indicates “No”
- Other choices:
  - “Yes”
  - “Refer to college tenure policy”
- DECISION/VOTE on 12 DEC 2013: keep “No” in Table 1
RECAP FROM 12 DEC MEETING

- **Motion 6**: Passed on 12 DEC 2013 with edits summarized below
  - Edits to text starting on line 370 regarding tenure schedule (see slide 3)
  - Edits to text starting on line 373 regarding “External Review Letters” (see slide 7)
  - For consistency with edit made to “External Review Letters” section, edit text on line 425 (see slide 8) and within Table 1 (see slide 9)
  - In Table 1, Faculty access to external review letters will remain “No” (see slide 10)