POLICY E 5.0 POLICY ON TENURE

REVISIONS PROPOSED BY FAC
Today – 6 FEB 2014

Motions 1-6 have passed

New E5.0 distributed:
- Incorporates all approved changes from Motions 1-6
- Includes suggested changes highlighted (using strikethrough and underscore)
E5.0 Policy on Tenure section 3, *The Tenure Process*, sub-sections c & d:

c. Tenure Review and Recommendations
   1. Department
   2. College Tenure Committee
      a) Membership
      b) Input from Department Tenured Faculty
      c) External Review Letters
      d) Evaluation
      e) Access to Tenure Review Documents
      f) Joint Appointment

3. Dean
   a) Committee Membership Announcement (no label)
   b) Organizational Meeting (no label)
   c) Recommendation (no label)

4. Provost
   a) Review (no label)
   b) University Tenure Review Committee
   c) Recommendation (no label)

5. President

d. Granting or Denial of Tenure (*)
3.C: TENURE REVIEW AND RECOMMENDATIONS

When an Assistant Professor is being evaluated for tenure, s/he must be simultaneously evaluated for promotion to the rank of Associate Professor. Each college will establish a procedure to ensure that it recommends to the provost either approval or denial of both tenure and promotion. In addition, each college will establish a schedule consistent with university policy to receive and process materials that support the review for tenure and simultaneous promotion (when appropriate) of the tenure-track faculty within the academic unit. **This schedule shall ensure that the College Tenure Committee’s recommendation can be forwarded to the college dean no later than 15 January and the dean’s letter is forward to the provost no later than 8 February.**

(Proposed text lines 451–459)
The committee shall evaluate the dossier, weighing the strengths and weaknesses of the tenure candidate in fulfilling their personal Statement of Expectations and with respect to university tenure criteria, expectations of the candidate’s college expressed in college tenure policy, and department tenure expectations administrative-unit specific standards or qualities, where applicable.

(Proposed text lines 472-476)

Replace “department tenure expectations” with “administrative-unit specific standards or qualities” for consistency. See:

2.d.1.b: Criteria/College Expectations:

“Faculty within each administrative unit may define specific standards or qualities related to scholarship that are consistent with college policy.”

(Approved text lines 280-281)
Elections for each tenure committee shall be conducted before 1 June 1 March of the prior academic year. The college tenure policy shall ensure that the composition of the college tenure committee has broad representation and avoids undue weighting of a single unit.

(Proposed text lines 491-494)
Access to Tenure Review Documents: All letters of review or assessment from the department head, dean, committee, and provost shall be made accessible to the candidate by the dean at the end of the tenure review process upon request. However, all other letters, including those from individual department members and external reviewers shall remain confidential and will not be made accessible to the candidate. See Table 2 of this policy for a table describing access to documentation.

(Proposed changes to text lines 540-544)
(Also remove superscripts and footnote in Table 2)

All letters of review or assessment shall remain confidential and will not be made accessible to the candidate. See Table 2 of this policy for a table describing access to documentation. 

(Proposed final text lines 540-544)
GRANTING OR DENIAL OF TENURE

3.d: The Tenure Process / Granting or Denial of Tenure

d. Granting or Denial of Tenure

The granting or denial of tenure shall be in the form of a written communication from the provost to the candidate no later than 15 April. In the case of denial, the letter shall set forth the specific reasons, the college tenure committee vote, and a summary of the letters from the department head and dean.

(Proposed changes to text lines 605-609 distributed)

(Proposed changes to text lines 605-609 revised)