

Proposal for a University Tenure/Promotion Committee

- **Rank Tenure and Promotion (RTP) Committee members:** Lindsay Calkins, Angie Canda, Jeff Dyck (Chair), Jaleh Fazelian, Linda Koch, Sheila McGinn, Naveed Piracha, and Mark Waner
- Our activities to date include:
 - *reviewed and discussed relevant materials pertaining to the most recent University Tenure Committee proposal forwarded by RTP, in 2012*
 - *met with Interim Provost/AVP Nick Santilli, Dean Farrarr, and Dean Miciak; as well as with the Faculty Handbook Committee*
 - *collected data and discussed the tenure and promotion processes at a wide range of other colleges and universities*
 - *read literature on best practices on the Tenure & Promotion process*

Brief Rationale:

- Promotion and tenure considerations/decisions are some of the most important for individual faculty members and the institution
- Tenure is granted by the University, not merely by a given department
- Increases the number and diversity of faculty that weigh in on these decisions
- Key considerations for tenure and/or promotion are
 - *(1) to ensure faculty excellence through the evaluation of a candidate's portfolio by experts related to her/his discipline*
 - *(2) to ensure that it is a fair and timely process*
 - *(3) to ensure that evaluation standards are consistent across the board*
- The RTP Committee's research and the APR site visit reports suggest that the inclusion of such a committee is standard practice

Discussion Questions for Faculty

1. We are very interested in whether or not you are interested in the inclusion (in principle) of a faculty-led Tenure & Promotion Committee at JCU. What about such a change appeals to you? What about such a change concerns you?
2. What would need to be included or excluded in a proposal for the establishment of such a committee for you to be supportive of this change?
3. What else should our committee consider before drafting a proposal? What would you like to know more about to help you make an informed decision?
4. What resources (training, course load reduction, stipend, etc.) should be available to make this work?

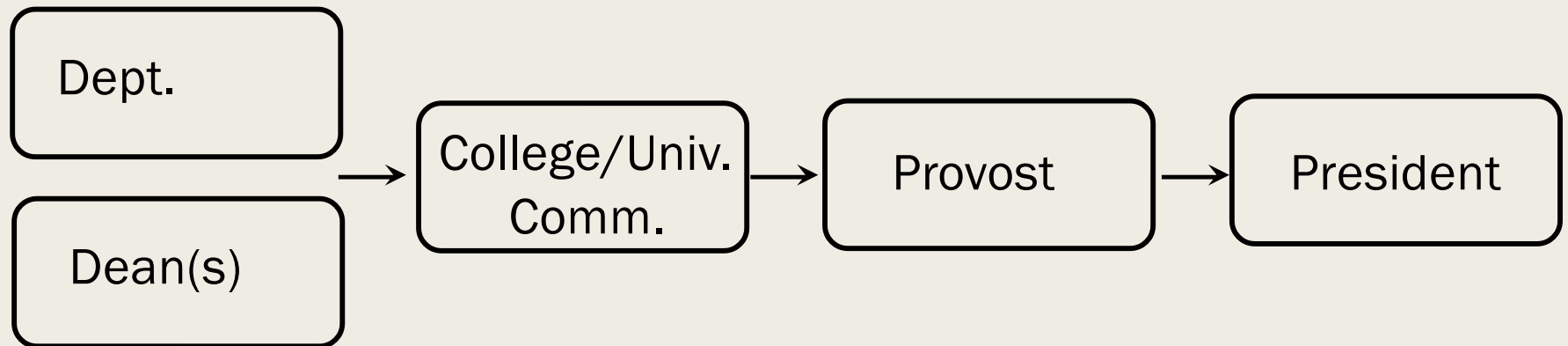
Communication Plan

1. Intro/overview at Faculty Meeting today
2. Request that Department Chairs discuss these questions with department faculty (e.g., in a faculty meeting setting)
3. RTP members will meet with Chairs divisionally (3 Associate Dean meetings in CAS plus 1 in Boler) to gather feedback
4. Post these materials on Canvas, with open discussion for each of the four questions
5. Contact any of the members of RTP for direct feedback

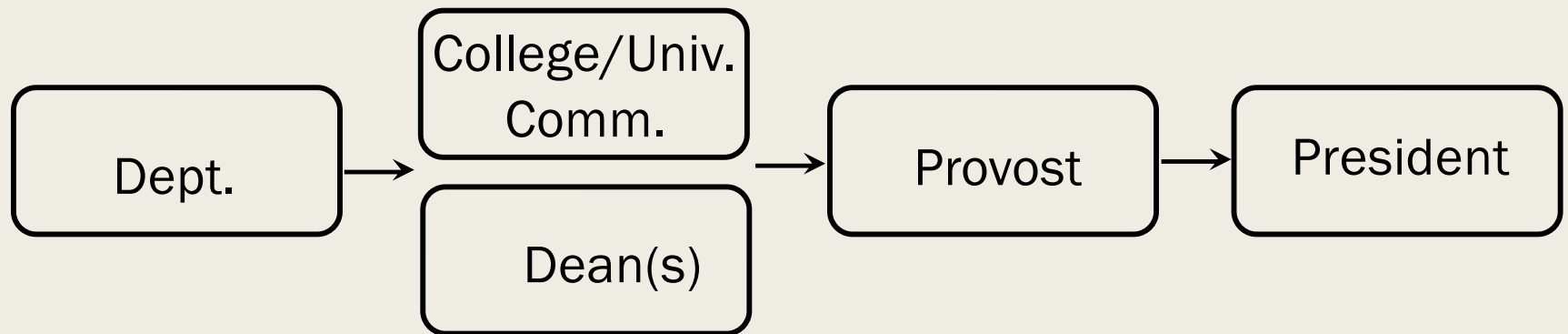
Some More Detail

Based on an overview of all examples we studied, we offer three models that capture key similarities/differences

Model 1: Department and Dean(s) in parallel



Model 2: Dept. first, then Coll/Univ Comm and Dean(s) in parallel



Model 3: linear process – College/Univ Comm and Dean(s) could be reverse order

