

Proposal for a University Tenure & Promotion Committee (UTPC)

Rank Tenure and Promotion (RTP) Committee members: Lindsay Calkins, Gwen Compton-Engle, Jeff Dyck (Chair), Peggy Finucane, Marcus Gallo, Sheila McGinn (OL), and Pam Vanderzalm

Department → COAD → new UTPC → Provost/AVP

- Involves amendments to Faculty Handbook Sect. One, Sect. Four, Appendix J, and Appendix K

Proposed UTPC Composition

- Five Faculty Members: full professor or senior librarian
 - One elected from each division of the faculty
 - If 4 divisions of the faculty, one at-large member as well
 - Staggered 3-year terms; not more than 2 consecutive terms
 - Elections must have at least 2 candidates from different departments for each open seat
- Chair elected from UTPC membership at the beginning of each academic year
- UTPC members from a candidate's department will recuse themselves
 - Runner-up in election replaces recused UTPC member's seat for that particular case

Proposed UTPC Duties

- Review and evaluate the candidate dossiers, along with the reports and recommendations of the Department/Library Tenure or Promotion Committee and COAD, during the mid-term, tenure, and promotion review according to established departmental and University standards.
 - **Prepare report and recommendation to AVP**
- Inquire into and report any significant procedural or technical problems at any lower level of review.
- Work with the departments, deans, and AVP on any revisions of departmental standards.
 - **Provide a recommendation to the AVP related to any proposed revisions**

Proposed Changes to T & P Process

Current System	Proposed
Candidate Dossier → Dept. → COAD → AVP Submitted Sept. 30 Decision Dec. 15	Candidate Dossier → Dept. → COAD → UTPC → AVP Submitted Sept. 1 Decision Dec. 15
Department/Library Tenure Committee composed of all tenured members of the department <ul style="list-style-type: none"> • No minimum number of members • 2/3 majority vote for a positive recommendation 	Department/Library Tenure Committee composed of all tenured members of the department <ul style="list-style-type: none"> • Minimum of three members; 2/3 maj. for pos. rec. • Add tenured "faculty associates" from related departments selected by Dept. Chair and Dean • 4 small departments affected
Department/Library Promotion Committee composed of all members of the department with rank at or above promotion level <ul style="list-style-type: none"> • No minimum number of members • Typically, this means all full profs. in the dept. • 50% vote for a positive recommendation 	Department/Library Promotion Committee composed of all members of the department with rank at or above promotion level <ul style="list-style-type: none"> • Minimum of two members; 50% vote for pos. rec. • If < two, additional qualified members from related departments selected by Dept. Chair and Dean • 6 depts. + lib. affected for promotion to full prof. (11 depts. + lib. If min.# is three)

How will this roll out?

- If the proposal is approved, it will apply to faculty hired into a tenure track (TT) appointment after the changes are incorporated into the faculty handbook (includes Board approval).
- **All faculty on TT as of Spring 2021** may opt into the revised process that includes the UTPC, but otherwise will continue through their existing tenure process.
- **Tenured faculty seeking promotion** may choose to remain in their existing promotion process through the end of the 2022-2023 academic year, but must utilize the UTPC when seeking promotion after that time.
- Initial training/support for UTPC is sought:
 - Diversity training
 - Reading/Discussing currently approved dept. T&P standards
 - Meetings with Deans and AVP

Workload Considerations

- Currently, we have ~59 full professors. Less than 10% would serve on UTPC.
- Data on # tenure & promotion cases for faculty hired last 10 years

Evaluation	Average per year	Range in one year	When takes place
Mid-term review	5.7	4 - 7	~60% spring sem.
Tenure	5.4	3 - 10	~80% fall sem.
Promotion	3.2	1 - 6	100% fall sem.

- First cases for new UTPC: possible candidates in the pipeline

Evaluation	2021 - 2022	2022 - 2023	2023 - 2024
Mid-term review*	5	7	?
Tenure*	1	4	9
Promotion	?	?	?

* Only candidates electing the new system would be reviewed by UTPC

What Isn't in the Proposal

1. Details on what should be in the dossier (e.g., outside letters)
2. Any attempt to provide more detail/language in the Faculty Handbook regarding University-wide standards for tenure and/or promotion

**RTP strongly recommends revisiting
these questions once a UTPC is in place**