

Brief rationale for the establishment of a faculty-led University Tenure & Promotion Committee at JCU:

- Promotion and tenure considerations mark the most significant step in a faculty member's career. It's an equally significant decision for the institution.
- Because tenure is granted by the University,¹ not merely by a given department, it is appropriate that a faculty committee representing the faculty as a whole participate in the tenure decision.
- At JCU, this decision currently lies with a limited group of departmental faculty, the Committee of Academic Deans (COAD), and the AVP. For small departments, the group of departmental faculty could be one or two individuals. A revision of our process can help to broaden participation in this important decision and provide more consistency across the university.
- Key considerations for tenure and/or promotion are to ensure (1) faculty excellence through the evaluation of a candidate's portfolio by experts related to her/his discipline; (2) a fair and timely process; and (3) consistent evaluation standards across departments and colleges of the university.
 - The process in place at JCU focuses more on (1) above than on (3), with a department-centered approach. Models like this can result in a silo effect.
 - A new step in the process with the establishment of a University Tenure & Promotion Committee made up of a more diverse group of faculty would provide a more objective evaluation, minimize a silo effect and maintain consistent evaluation standards, across the board.
- The RTP Committee's research, as well as recent Academic Program Review (APR) site visit reports, suggest that the inclusion of such a committee is standard practice at other universities. JCU appears to be unique in lacking at least one form of faculty-led Division/College/University Tenure & Promotion Committee.
- Feedback from faculty to the JCU Rank, Tenure, & Promotion Committee from faculty during Spring 2019 and Fall of 2020 shows there is general support for pursuing a proposal to establish a UTPC. Faculty arguments include:
 - *This is standard practice at other universities*
 - *Would be "silo-breaking"*
 - *Would encourage consistency across departments*
 - *Better for small departments*
 - *Important for interdisciplinary programs/faculty*
 - *Represents good "shared governance"*

¹ See the JCU *Faculty Handbook*, Part Three, Sect. IV.