

Proposition: 19-15/16

Title: Proposition related to the timing of revisions of policy, rules, and procedures governing the P&T process across University, College, and Department levels.

Date Submitted: 31 March 2016

Sponsor(s): Brown (A&S), Cibils (ACES), Dawe (A&S), de Boyie (COB), Miller (Library), Sassenfeld (ENG), and Spencer (CoEd)

Proposed Committee:

Assigned Committee:

Prior Approvals:

Proposal:

Whereas the process by which faculty are reviewed for promotion and tenure has a major impact on the long term prospects for faculty as regards continued employment, and

Whereas the Faculty Senate is currently reviewing and revising both Policy, and Rules and Procedures by which the process that guides how faculty are reviewed for promotion and tenure, and

Whereas University policy, rules, and procedures supersede those proposed and approved by Colleges, and College policy, rules, and procedures supersede those proposed and approved by Departments, and

Whereas this situation as regards the cascade of authority in this area from Central to Colleges to Departments can lead to considerable uncertainty across levels as to when Departments should revise policy, rules, and procedures relative to the actions of the Colleges, and as to when Colleges should revise policy, rules, and procedures relative to the actions of Central, and

Whereas this uncertainty has a negative impact on how Departments and Colleges administer the policy, rules, and procedures related to tenure, and ultimately on the welfare of faculty involved in the process,

Be it resolved that the Faculty Senate proposes that the following timeline be implemented concerning when University, College and Department policy, rules, and procedures related to promotion and tenure are revised:

- University wide policy, rules, and procedures related to promotion and tenure are to be revised every 5 years, with the expectation that such a revision process is initiated at the start of the academic year, with the final revisions to be approved by the end of the academic year in question and in force by the start of the next academic year;

- College-wide policy, rules, and procedures related to promotion and tenure be revised every 5 years, with this process to be initiated in the academic year immediately following the University-wide process detailed above. The College-wide revision process is to be initiated at the start of the academic year, with the final revisions to be approved by the end of the academic year in question and in force by the start of the next academic year; and
- Department wide policy, rules, and procedures related to promotion and tenure be revised every 5 years, with this process to be initiated in the academic year immediately following the University-wide process detailed above. The Department-wide revision process is to be initiated at the start of the academic year, with the final revisions to be approved by the end of the academic year in question and in force by the start of the next academic year. In large colleges with many departments, the process of department-wide revisions to the policy, rules, and procedures related to promotion and tenure may be staggered to allow timely review of related documents by staff within Deans' offices, without putting undue burden on these staff members.

Rationale:

Currently, the situation as regards the cascade of authority in this area from Central to Colleges to Departments results in two outcomes that impair the efficient revision of these important policy, rules, and procedures:

- Colleges are uncertain if they should revise their policy, rules, and procedures as the University timetable notes should happen, out of concern that the revisions at the University level may render their revisions superseded by University policy, rules, and procedures.
- Departments in turn are not certain if they should be revising their policy, rules, and procedures as the College timetable notes should happen, out of concern that the revisions at the College and University level may render their revisions superseded by these higher-level changes in policy, rules, and procedures.

The timetable we propose would provide clear guidance to Colleges and Departments as to where and when to devote the considerable amount of time and energy that this process involves. Research to date indicates that a timetable similar to what we propose is being written into the revisions of policy, rules, and procedures that the Faculty Senate Faculty Affairs Committee is conducting as this bill is handled in the Senate. We propose this bill to provide the guidance noted above as the current revision process moves forward over the next academic year, and no criticism of this ongoing process is made or implied with this bill.