April 11, 2014 – Attachment G

Motion to revise the Faculty Handbook regarding the process by which the Rank and Tenure Committee notifies tenure and promotion candidates of its recommendation(s). Rich Louie (Physics), Rank and Tenure Committee. ACTION ITEM.

Resolved, that the Faculty approve revisions to the Rank and Tenure Committee Procedures in the Faculty Handbook pp. 95-96 (Section IV, Personnel Policies and Employment Benefits) as presented in attachment G.

Changes to the Faculty Handbook using Strikethrough to indicate deletions; bold to indicate additions.

A. CONSIDERATION FOR TENURE

(sections omitted for clarity)

3. Deliberation for tenure

(sections omitted for clarity)

h. The committee then reports the affirmative or negative character of its recommendation (but not the exact proportion of yeas and nays) to each candidate, to that candidate’s chair or dean, and to the president. In the case of a negative recommendation, the committee states as exactly as possible the grounds for its decision, without jeopardizing the confidentiality of those who have written about the candidate.

i. In the case of a negative recommendation, the candidate may request reasons for that recommendation from the chair of the committee, after a 24-hour waiting period. These reasons reflect a process in which professional peers have reviewed requested material and exercised their best judgments about whether or not a case has been sufficiently made. As communicated to the candidate, however, the reasons for a negative recommendation will be quite general. This is to protect the confidentiality of those who have written about the candidate. It also reflects the fact that the committee is comprised of individuals who may weigh factors of a case differently. Thus, in communicating the reasons for a negative recommendation to the candidate, the committee chair may, for example, specify which area (teaching, scholarship, or service) was of primary concern in the committee’s deliberations, and indicate one or several points of concern within that area. The chair of the committee will communicate the reasons orally. If this communication takes the form of a meeting, the candidate and the committee chair may each request a witness. The candidate may subsequently request that these general reasons be confirmed in writing.

j. A candidate…

k. After reviewing…

l. Finally the president decides…
m. If tenure is denied…

B. CONSIDERATION FOR PROMOTION

(sections omitted for clarity)

B.3. (sections omitted for clarity)

d. Are the standards for promotion to a given rank, including time in service, kept consistent across the university?

The committee’s deliberations on promotions exactly parallel those for tenure (A.3.a-l) (A.3.a-m), except that there is no provision for appeal after the president has submitted his/her final recommendations, together with the committee’s and the provost’s, to the Board of Regents.