May 9, 2014 – Attachment C Revised

Motion to revise the Faculty Handbook regarding the policy on unit interpretations of criteria for tenure and promotion, and The Rank and Tenure Committee Procedures – Rich Louie (Physics), Rank and Tenure Committee. ACTION ITEM.

Resolved, that the Faculty Assembly approve the revision of the policy on unit interpretations of criteria for tenure and promotion in the Faculty Handbook p. 93 (Section IV, Personnel Policies and Employment Benefits), and the revision of The Rank and Tenure Committee Procedures p. 96 (Section IV, Personnel Policies and Employment Benefits), as presented in Attachment C.

Changes to the Faculty Handbook are indicated using bold to signify additions or changes and strikethrough to indicate deletion.

POLICY ON UNIT INTERPRETATIONS OF CRITERIA FOR TENURE AND PROMOTION

Unit descriptions interpretations of the criteria for tenure and promotion, if they are developed, will should be consistent with and will should not limit the scope or alter the rigor of the university criteria. When units develop or revise interpretations of the university criteria, they are advised to submit them to the Rank and Tenure Committee and to the provost for feedback/discussion.

It is advised that unit descriptions interpretations of the university criteria will be presented to prospective and new faculty in the context of the university criteria, and will be accompanied by a copy of the university criteria.

If a unit has an interpretation document, chairs/deans should include it with a candidate’s tenure/promotion evaluation letter to the Rank and Tenure Committee.

Unit interpretations are merely advisory statements to help guide the Rank and Tenure Committee's deliberations. Ultimately, it is the charge of the committee to ensure that the standards for achieving tenure and promotion are kept consistent across the university.

When units develop or revise descriptions of the university criteria, they will submit them to the Rank and Tenure Committee and to the provost for feedback/discussion to ensure that the descriptions are congruent with the university criteria.

THE RANK AND TENURE COMMITTEE PROCEDURES

B. CONSIDERATION FOR PROMOTION

3. Deliberation on Promotions

b. Is there clear and substantial evidence that the candidate has met these criteria? These have often been formally interpreted by departments and schools in written statements filed with the committee.