Faculty Senate P&T Committee Proposed Guidelines Change

College Review and Recommendation.

The candidate’s dossier – including the letters of evaluation and recommendation from the supervisor, the faculty committee, and the student or client representatives; together with the candidate’s response to these evaluations, if added – is forwarded for review at the college level by both (i) a college P&T faculty committee and (ii) the dean of the college.

The college P&T committee shall be comprised solely of tenured college faculty members, excluding department/unit chairs or heads and college administrators. The college P&T committee is intended to be an independent voice of evaluation that is elected by tenured and tenure track college faculty. Colleges will determine term limits and frequency of elections. College P&T committee members, if members of the unit level committee, shall recuse themselves from discussions and votes on individuals from their unit. The committee could request input from the recused member, if necessary. The size of the committee shall be decided within the college to provide fair and equitable faculty representation based on the diversity within the college. The committee shall have representation from multiple units within the college and members elected at large from the college. The college faculty committee review should ensure that each dossier has been carefully and properly prepared, and that uniform or equivalent standards are applied to all candidates within the college. The reviewers at the college level are to determine whether the departmental-level letters of evaluation fairly assess the merits of the candidate’s performance as documented in the dossier. College-level processes must be consistent with these procedural guidelines.

The letter from the college P&T committee is added to the dossier and forwarded to the dean. The dean’s letter is added to the dossier and provided to the candidate. The candidate will then have two weeks to provide any additional response. The dossier is then sent forwarded for review at the University level.