Proposed Revisions to the: PROCEDURAL GUIDELINES FOR PROMOTION AND TENURE

Current:

With respect to professional relationships, if anyone involved in the P&T evaluation process has a professional relationship with a candidate under consideration, he or she must declare the nature of the professional relationship before any discussion takes place. In addition, the specific nature of the relationship should be noted in any written evaluation. If, after consultation, the unit P&T committee chair or the Senior Vice Provost for Academic Affairs feels that the process would be compromised by the participation of any individual, that faculty member must recuse him or herself from any discussion or voting on that particular case.

In some cases, the candidate’s supervisor will participate in the preliminary discussions of the unit P&T committee in order to provide information on process prior to deliberations. However, the supervisor may participate only if invited by the unit committee and must not be present for the deliberations. Supervisors who have a past or current personal or professional relationship with the candidate that might compromise the evaluation process (example: former advisee undergoing evaluation) must either recuse themselves from the process and find a substitute, or state the nature of the relationship at the beginning of the evaluation letter. In no case will they participate in the voting as a member of the committee. This includes cases such as department heads serving on College level P&T committees. In such cases, department heads must recuse themselves from the discussion and voting on any case related to their own department.

Recommended Changes:

With respect to professional relationships, if anyone involved in the P&T evaluation process has a professional relationship with a candidate under consideration, he or she must declare the nature of the professional relationship before any discussion takes place. In addition, the specific nature of the relationship should be noted in any written evaluation. If, after consultation, the unit P&T committee chair or the Senior Vice Provost for Academic Affairs determines that the process would be compromised by the participation of any individual, that faculty member must recuse him or herself from any discussion or voting on that particular case.

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the process and find a substitute, or state the nature of the relationship at the beginning of the evaluation letter. In no case will they participate in the voting as a member of the committee. This includes cases such as department/unit heads serving on College level P&T committees. In such cases, department/unit heads must recuse themselves from the discussion and voting on any case related to their own department/unit.

Substituting "unit" for "department" in these guidelines follows the University's current realignment.

Substituting "unit" for "department"

College Review Policy approved by President Ray on September 11, 2009
College Review and Recommendation

Current:

The college faculty committee review letter shall provide: (i) an independent evaluation of the merits of the candidate as presented in the dossier, (ii) an opinion as to whether the departmental-level letters of evaluation fairly and uniformly assess the merits of the candidate's performance as documented in the dossier, and (iii) an assessment of the consistency of standards applied to all candidates in the college. In addition, the committee should check that each dossier has been properly prepared.

Proposed Revision:

The college faculty committee review letter shall provide: (i) an independent evaluation of the merits of the candidate as presented in the dossier, (ii) an opinion as to whether the departmental-level letters of evaluation fairly and uniformly assess the merits of the candidate's performance as documented in the dossier, and (iii) an assessment of the consistency of standards applied to all candidates in the college. In addition, the committee should check that each dossier has been properly prepared.