

**Proposed Changes Regarding Section V. VII. B (Multi-Year Reviews) – page 109 of handbook**

**Proposed by the Tenure and Promotion Process Review Committee (12/08/2011)**

The first paragraph of Section VII. B. currently reads

Department committees are elected by the tenure-track faculty of the department. Department committees have a minimum of three tenured faculty members who must be tenured and have an FPA that specifies 30% or less in the area of Administration and Leadership outside the department. When considering an application for promotion to full professor, voting members must hold the rank of associate professor or above. If there are not three qualified faculty members in a department, or when the department faculty deems it is in the best interests of the tenure process, the department will elect tenured faculty from outside the department to serve on the review committee. Committee members elected from outside the department should come from the same or closely related disciplines or be familiar with the candidate's area of expertise and/or methodologies. There is no requirement that they be housed in the same college as the candidate. Department and College guidelines may allow for soliciting KSU faculty from other departments to serve as ad-hoc voting members of the department T&P committee for a particular candidate's review. Guidelines should specify the timeline and criteria for this selection. Individuals whose documents are under review do not serve on the review committee. A candidate under review for Post-Tenure Review can serve on the department T&P committee, since the candidate's portfolio starts at the college level.

We propose changing the above paragraph to one of the following two options (for consideration by the senate):

Option 1) Change the above paragraph as follows:

*Department committees are elected by the tenure-track faculty of the department. Department committees have a minimum of three ~~tenured~~ faculty members who must be tenured and have an FPA that specifies 30% or less in the area of Administration and Leadership outside the department. Individuals whose documents are under review do not serve on the review committee. A candidate under review for Post-Tenure Review can serve on the department T&P committee, since the candidate's portfolio starts at the college level. ~~When considering an application for promotion to full professor, voting members must hold the rank of associate professor or above. If there are not three qualified faculty members in a department, or when the department faculty deems it is in the best interests of the tenure process, the department will elect tenured faculty from outside the department to serve on the review committee. Committee members elected from outside the department should come from the same or closely related disciplines or be familiar with the candidate's area of expertise and/or methodologies. There is no requirement that they be housed in the same college as the candidate. Department and College guidelines may allow for soliciting KSU faculty from other departments to serve as ad-hoc voting members of the department T&P committee for a particular candidate's review. Guidelines should specify the timeline and criteria for this selection.~~ Participation in decisions for promotion to full professor is more restricted than other tenure and promotion decisions. For such decisions only faculty with the rank of associate professor or above may participate in the decision*

*process. In such cases, departments may elect ad hoc committee members from inside or outside the department ~~as outlined in Section V. B. 1.~~ to serve in reviewing full professor promotion cases (but not other cases that are up for consideration in the department). Specific departmental policies on electing ad hoc committee members for full professor promotion cases must be clearly stated in the departmental tenure and promotion guidelines.*

*Option 2) Change the current paragraph as follows:*

*Department committees are elected by the tenure-track faculty of the department. Department committees have a minimum of three faculty members who must be tenured, have the rank of associate professor or above and have an FPA that specifies 30% or less in the area of Administration and Leadership outside the department. ~~When considering an application for promotion to full professor, voting members must hold the rank of associate professor or above. If there are not three qualified faculty members in a department, or when the department faculty deems it is in the best interests of the tenure process, the department will elect tenured faculty from outside the department to serve on the review committee. Committee members elected from outside the department should come from the same or closely related disciplines or be familiar with the candidate's area of expertise and/or methodologies. There is no requirement that they be housed in the same college as the candidate. Department and College guidelines may allow for soliciting KSU faculty from other departments to serve as ad-hoc voting members of the department T&P committee for a particular candidate's review. Guidelines should specify the timeline and criteria for this selection.~~ Individuals whose documents are under review do not serve on the review committee. A candidate under review for Post-Tenure Review can serve on the department T&P committee, since the candidate's portfolio starts at the college level.*

Rationale: The question has come up: Does the existing wording mean that the committee stays the same, but fewer people vote? Does it mean that a separate committee needs to be constituted to vote on Full Professor cases? Or does it mean that no-one below the rank of Associate Professor can serve on the Department Committee that year?