Tenure and Promotion Process Review Committee*
Annual Report for 2012-2013:

The Tenure and Promotion Process Review Committee was convened by Meghan Burke in the Fall of 2012. The first meeting saw the election of Nina Morgan to Chair. Following several meetings, the Committee delivered a summary of recommendations to the FSEC in February and will resubmit recommendations with detailed references to the Handbook in April. In mid-April, President Papp will announce Recommendation #1 during his State of the University address. The Committee will appear before the Senate on April 29, 2013.

Recommendations to the FSEC:

I) Removal of option to tenure an assistant professor level faculty member without also awarding promotion to associate professor. Faculty members hired at the associate-level may be reviewed for tenure without also being reviewed for promotion to full professor.

II) Committee name change to emphasize Promotion as a requirement for Tenure: "Promotion and Tenure Committee."

III) Requirement for all personnel under review for P & T or T, to include "external letters" in their review portfolios (to be phased in by Fall 2016, after a pilot program, according to guidelines the Committee will propose).

IV) Change in P & T timeline to accommodate external review letters.

V) Removal of option to tenure an administrator upon hiring (with the added stipulation that administrators may be offered a review for tenure within 1-3 years of hiring, negotiable).

VI) Requirement of administrators with faculty appointments to follow the same portfolio review process as faculty (in cases of third year review, tenure, promotion, post-tenure review, as appropriate).

VII) Requirement for each department to revise department guidelines to include quantitative and numerical description of service expectations and parameters for assistant professors seeking promotion.

*Members of the Committee
Nina Y. Morgan (Chair)
Marie N. Bremner
Susan B. Brown
Valerie A. Dibble
Mary L. Garner
Kathy Matthews
Penny Verhoeven