

REPORT FROM FACULTY GOVERNANCE TO FACULTY SENATE

September 7, 2010

Overview of issues with Appendix D

JOINT APPOINTMENTS

Problem 1: Research and Graduate Studies does not consider the current policy flexible enough according to needs in joint appointments.

Possible Solution: On Fall 2009 the Academic Council appointed a Task Force on this issue. The Task Force will report findings to FG on September 29th.

SPOUSAL HIRES

Problem 2: Lack of any university policy regarding spousal hires.

Possible Solution: Administrative Standard Operating Procedure regarding spousal hire now on Faculty Welfare for advice. After FW, the procedure will go to FG.

CRITERIA FOR APPOINTMENT, REAPPOINTMENT, TENURE, PROMOTION

Problem 1: Lack of language regarding engagement, outreach and innovation

Possible Solution: Include specific language in App. D (proposed language already presented to senate)

PROGRESS TOWARD TENURE LETTERS

Problem 1: Timing of progress toward tenure letters and decisions regarding reappointments.

Possible solution: change dates when PTT letters are due to February, so decisions regarding reappointments should happen before progress toward tenure letter.

Problem 2: Insufficient consultation of the unit administrator with the TC.

Possible solution: Clarify language about what materials that TC is allow to see; include language about drafts of letters; include language about proper communications between unit administrator and TC. Strengthen language regarding confidentiality of consultations between unit administrator and TC.

Problem 3: Incoherence between PTT and final tenure decisions

Possible solution: Better training of unit administrators and TC .

PROMOTION COMMITTEE

Problem 1: Contradictory language regarding membership of committee

Possible solution: Clarify language.

Problem 2: For promotion only, functions of Promotion committee does not include selection of external reviewers

Possible solution: Change roles of Promotion and TC in those cases.

CHAIRS OF PERSONNEL, TENURE AND PROMOTION COMMITTEES

Problem 1: Unclear language regarding the fact that personnel and tenure chair are always the same. Same with chair of promotion committee if chair of PC is of rank.

Possible solution: Clarify language.

SELECTION OF EXTERNAL REVIEWERS

Problem 1: Problematic wording regarding the two lists prepared by candidate and TC.

Possible solution: Change language, so no name is eliminated if it appears in both lists, simply determine that at least 1 of the names must be from candidate list.

MATERIALS TO BE SENT TO EXTERNAL REVIEWERS

Problem 1: Candidates not consulted on materials sent to external reviewers

Possible solution: Better training for unit administrators and TC and Promotion C.

Problem 2: Additional materials sent to external reviewers by their request after package sent. Note that this is not permissible under current Appendix D.

Possible solutions: Better training for unit administrators and TC and PC about current practices; determine if desirable to make mandatory that all packages must include current CV, criteria for tenure/promotion, teaching loads, etc.

CUMULATIVE EVALUATION VS. VOTE FOR TENURE AND/OR PROMOTION

Problem 1: Inconsistency between the content of the evaluation and the vote. In some cases this makes the vote meaningless.

Possible solution: Make the vote not on the candidate but on the content of the evaluation.