

Amendment on Term Faculty Advancement

Summary: This proposal/amendment establishes the same rank requirements for advancement committees within departments as they use for promotion and tenure.

Background and Rationale:

A guiding ideal of the term faculty reforms of the past few years is that we are one faculty. Our policies have shifted toward treating term faculty in manner similar to tenured and tenure eligible faculty, as appropriate to their appointments. Most of the changes to the handbook last spring did precisely this with one exception. A proposal from FDAR was amended on the floor in part to accommodate a few departments that allow faculty holding lower ranks to vote on P&T for higher ranks and wanted to do the same with term advancements, but the language that was adopted failed to do that and inadvertently created new problems.

The policy on term faculty advancement adopted by the senate last spring requires tenured associate professors to be eligible to serve on all term faculty advancement committees. This policy is flawed in four ways: 1) it restricts departmental freedom; 2) it requires departments to violate best practices where only faculty at the rank being sought or higher would vote; 3) it introduces an inappropriate division between tenured and tenure-eligible associate professors; and 4) runs contrary to the one faculty ideal by introducing sharply different policies for term and TTE faculty about how they progress through the ranks.

This proposal resolves all four challenges by having departments handle the expectations of rank for advancement committees in the same way that they do for promotion and tenure, whatever those may be.

Proposal:

5.4.1 Evaluation and Renewal of Term Faculty

FH 5.4.1.3.4 Department Review

Colleges and departments shall develop procedures in their governance documents for advancing term faculty that include a faculty peer review committee. **Term, tenured, and tenured-eligible faculty shall be eligible to serve on advancement committees with the same rank expectations (as distinct from appointment type) as the department uses for promotion and tenure committees.** For term research faculty, external letters shall be included in the review for advancement (FH Section 5.4.1.3)