

College of Science Promotion, Tenure, and Personnel Committee

The College of Science has established a Promotion, Tenure, and Personnel Committee. The principal duties of this group will be to review promotion and tenure cases from the College in January and February of each year, in accordance with Faculty Senate guidelines (see appendix). At the request of the Dean, the Committee may also be asked to provide advice on issues of faculty compensation, raises, and other personnel issues.

The Committee will include 9 members. A minimum of five members must hold the rank of Full Professor. Six members will be from the broad disciplinary groups in the College, representing fields of chemistry; mathematics or statistics; physics; earth sciences; ecological, organismal and evolutionary life sciences; and molecular and cellular life sciences. The other three members will represent the College at-large. The senior member of the committee will serve as chair. Members will serve for three year terms, with the terms staggered so about 1/3 of the committee rotates off in any given year.

All tenured faculty members who hold at least a 0.50 FTE appointment in the College will be eligible to serve, including Department Chairs. Members may serve two consecutive terms. Participation in the committee is an expected duty for tenured members of the faculty.

Members may not serve any part of a three-year term in which they will be considered for promotion or tenure. Members will recuse themselves from discussion and voting on any case in which they are a signatory on a unit-level letter of evaluation or if they have any other reasonable conflict-of-interest.

All tenure and tenure-track faculty with any COS FTE will be invited to vote in elections for the committee. The elections will ideally be held in Spring of each academic year; if not held in the Spring, they will be held during the Fall term. The membership of the committee will be selected as:

- The first five members will consist of full professors who received the most votes in five of the six core disciplinary areas
- The other members of the committee will be associate or full professors who receive the most votes and who provide missing expertise on the committee.
- All committee members will review assistant professors, and only the full professors will review associate professors. All members of the committee will review instructors and faculty research associates.
- Members may be excused for travel or sabbatical schedules in a given year and need not be replaced, if the committee maintains a minimum of seven members and all disciplinary areas are represented. Or they may be replaced for the year in question by the professor receiving the most votes who is of the same rank as the excused member and who provides the needed expertise.

The expectation is that the College committee will review the candidate's dossier, make an independent evaluation, provide a discussion of strengths and weaknesses of the case, and recommend for or against promotion and/or tenure.

Appendix A: Faculty Senate Revised Guidelines College Review and Recommendation.

The candidate's dossier – including the letters of evaluation and recommendation from the supervisor, the faculty committee, and the student or client representatives; together with the candidate's response to these evaluations, if added – is forwarded for review at the college level by both (i) a college P&T faculty committee and (ii) the dean of the college.

The college P&T committee shall be comprised of tenured college faculty members and may include department/unit chairs or heads. The college P&T committee is intended to be an independent voice of evaluation that is elected by tenured and tenure track college faculty. Colleges will determine term limits and frequency of elections. The size of the committee shall be decided within the college to provide fair and equitable faculty representation based on the diversity within the college. The committee shall have representation from multiple units within the college as well as members elected at large from the college.

The college faculty committee review should ensure that each dossier has been carefully and properly prepared, and that uniform or equivalent standards are applied to all candidates within the college. The reviewers at the college level are to determine whether the departmental-level letters of evaluation fairly assess the merits of the candidate's performance as documented in the dossier. College P&T committee members, if a signatory of a unit level letter of evaluation, shall recuse themselves from votes on these cases. College-level processes must be consistent with these procedural guidelines. The letter from the college P&T committee is added to the dossier and forwarded to the dean. The dean's letter is added to the dossier and forwarded to the University level committee. Both college level letters are provided to the candidate. The candidate will then have one week to provide any additional response directly to the University level committee.

This college review process does not preclude deans from forming an advisory group of college administrators whose role is limited to reviewing dossiers and providing input to the dean regarding promotion and tenure practices in the college. Such advisory groups would not vote on any case and will not add a letter to the dossier."

College Promotion and Tenure Committee						
Members are elected by the faculty, with requirements for distribution of expertise and that at least five members hold the rank of Professor						
Area:	June, 2010	June, 2011	June, 2012	June, 2013	June, 2014	June, 2015
Chemistry	Rich Carter	Rich Carter	Rich Carter			
Mathematics and Statistics	Adel Faridani	Adel Faridani	Adel Faridani			
Physics	Henri Jansen	Henri Jansen	Henri Jansen			
Earth Sciences	Dawn Wright	Dawn Wright				
Ecological, organismal and evolutionary biology	Steve Arnold					
Molecular and cellular biology	Andy Karplus					
At large	Robert Higdon					
At large	Larry Flick	Larry Flick				
At large	none this year					