

Promotion and Tenure Committee

2021-2022 Annual Report

Faculty Senate Promotion and Tenure Committee Report

July 2021-June 2022

Submitted by Ron Reuter

Membership:

Ron Reuter '23, Chair	Associate Professor	College of Forestry
Regan Gurung '23	Professor	College of Liberal Arts
Malgorzata Peszynska '24	Professor	College of Science
Shan He '22	Associate Professor	College of Business
2 vacancies		

Activities, AY2022:

Membership

The Faculty Senate Promotion and Tenure Committee began the year deficient. In addition to member terms expiring, one continuing member left the university. The AY began with Reuter, Gurung, and He as the sole membership. Reuter agreed to chair. Malgorzata Peszynska was added to the committee in winter term.

Faculty Handbook Revisions

As chair, Reuter was asked to serve on a new committee, the Faculty Handbook Revision Committee, initiated by Rick Settersten, Vice Provost in the Office of Faculty Affairs (OFA). This committee met frequently during the academic year to begin developing new promotion and tenure criteria and guidelines for existing and forthcoming faculty lines that did not have criteria in place, and to consider revisions to existing faculty lines. Much of this was driven by the labor agreement between the university and the faculty union. As some of these new criteria were worked up, the Faculty Senate Promotion and Tenure Committee provided feedback to the Faculty Handbook Revision Committee.

Committee Standing Rules

In fall term, Reuter attempted to propose some [revisions](#) to the structure of the Promotion and Tenure Committee to be presented to the Faculty Senate Executive Committee (EC) and then potentially to the full senate. As the faculty line positions were still being worked through with OFA, the EC leadership chose to postpone this development. The rationale for the revisions was that existing Committee membership rules required all members to be tenured faculty, yet the Committee represented faculty lines that do not include tenure. Tenured faculty have very different expectations and criteria for promotion and tenure than non-tenured faculty. For this reason, the revisions sought to open membership to include non-tenure lines to provide equity in the promotion and tenure processes of the Committee.

This work should be a priority for the Faculty Senate Promotion and Tenure Committee moving forward.

University Promotion & Tenure Cases

One of the main duties of the Faculty Senate Promotion and Tenure Committee is to provide faculty representation at the University Promotion & Tenure Committee meetings for contested promotion and tenure cases. We ensure that the guests to the university committee (deans, department heads) are given time to talk, are not guided by the committee and that unfounded bias and hearsay are not entered into the conversations. We are given the case to review in advance. The university Promotion and Tenure Committee checks with the Faculty Senate Promotion and Tenure Committee member at the conclusion of the meetings to check our view of the fairness of the process.

For reviews in spring of 2022, the Committee participated in five case reviews. There were two meetings per case for a total of ten meetings. Every member on the Committee participated in at least one meeting.

Work to Be Done

For the coming AY2023, the Committee will be charged with providing continued feedback on the Faculty Handbook revisions.

The structure of the Committee does not provide diversity to match the represented constituency of the faculty. The membership structure needs to be revised to provide appropriate representation.