Proposed amendment to F11-241
The University Tenure and Promotions Committee

Rationale
Currently there is no language in the policy governing conflicts of interest among members of the University Tenure and Promotions Committee (UTPC). Given the importance of this committee in the shared governance process, it is critical that the committee be viewed as completely objective and that a process for dealing with any potential conflicts of roles are outlined. This policy change seeks to add clarification how conflicts of interest, real or perceived, should be handled (lines 26-44). The proposed policy change also makes changes to who should not be allowed to serve on UTPC (lines 45-53).

The University Tenure and Promotions Committee
The University Tenure and Promotions Committee (UTPC) shall consist of five members, elected according to the following procedures. University Tenure and Promotions Committee members must be tenured Professors. Due to the heavy workload and the importance of this committee in the shared governance process, the chair shall receive one course release for two semesters, and the remaining members shall receive one course release for one semester. During the spring semester, one tenured Professor from each unit (College or Library) that does not have a member continuing on the University Tenure and Promotions Committee shall be nominated according to the procedures for electing College representatives to the Academic Senate. An all-university election shall be held by the end of April to elect the members of the University Tenure and Promotions Committee from the pool of nominees. Each faculty person may vote for as many persons as there are vacant seats in this election. Those receiving the highest vote tally shall be elected to the committee. In case of a tie vote for the last seat, a run-off election between the tied candidates shall be conducted.

The promotion and tenure committees should be independent across levels; that is, no individual should actively participate simultaneously on promotion and tenure committees at two different levels (department, college, and campus). Active participation might include advocating for or against a candidate, voting for or against a recommendation on tenure or promotion, or serving on tenure and promotion committees at different levels of review. The composition of the promotion and tenure committees should exclude anyone with a conflict of interest involving the candidate.

Members of UTPC are required to report to the chair of UTPC any real or perceived conflicts of roles when participating in the review of applications for tenure and/or promotion and recuse themselves from cases in which a conflict of interest or roles exists. For the purposes of UTPC membership, conflict of interest will be defined as circumstances in which there is a risk that a current or past relationship exists which compromises, or could have the appearance of
compromising, a faculty member’s judgment with regards to the candidate.

A common example is a UTPC member who was involved in the prior department or college level review of a candidate as a member of a department RTP committee, as department chair or college dean. UTPC members involved in prior department or college level review of a candidate as a member of a department RTP committee, as department chair or college dean must recuse themselves from the review of candidates in which they have previously had a review role. If a disagreement arises as to whether a conflict exists, the arbitrator will be the Vice Chair of the Academic Senate.

The UTPC member is required to recuse themselves from the review of candidates in which they have previously had a review role. If a disagreement arises as to whether a conflict exists, the arbitrator will be the Vice Chair of the Academic Senate.

Current College deans, University and College administrators, department chairs, program directors and active members of department peer review committees who have responsibility for RTP review are not eligible to serve on UTPC. In situations where the department RTP committee is a committee of the whole, the UTPC member is prohibited from serving on the department committee until their term of service on UTPC is over. Current and members of department peer review committees, members of the Academic Senate the CFA Faculty Rights Panel and the Academic Freedom Committee are not eligible to serve due to their roles in RTP grievances.

In the event a College or the Library does not have at least two eligible tenured Professors or Librarians, the unit shall have the option of recommending its nominee to the University election from the pool of eligible tenured Professors University-wide. The College or Library shall decide upon its nominee through a unit election process.

If a vacancy occurs on the University Tenure and Promotions Committee after the University election, the person with the next highest number of votes in the University election shall be appointed.

Each member of the University Tenure and Promotions Committee serves a term of two years. Members may succeed themselves in office, with the exception that no one may serve for more than four consecutive years.

The members of the University Tenure and Promotions Committee shall elect one of their members to serve as chair. The chair’s term is one year.

The University Tenure and Promotions Committee may participate in meetings having to do with general promotions policies and processes where such meetings or communication sessions do not involve discussion of individual cases.