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 interest are outlined. This policy change seeks to add clarification about what might constitute a conflict of interest (or roles) and how such conflicts, real or perceived, should be handled. The proposed policy change also makes changes to who should not be allowed to serve on UTPC.

The University Tenure and Promotions Committee
The University Tenure and Promotions Committee 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, 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.

Members of UTPC are required to report to the chair of UTPC any real or perceived conflicts of interest (or conflict of roles) when participating in the review of applications for retention, 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 (or roles) will be defined as circumstances in which there is a real or perceived risk that their professional judgment or actions on the UTPC may be influenced by other positions and/or activities in which the member is currently, or has in the past, been involved. 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. 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 members of department peer review
committees who have responsibility for RTP review are not eligible to
serve. 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.