Proposed amendment to F11-241, Retention, Tenure and Promotion Policy

Section 1.1: Committee Membership, The University Tenure and Promotions Committee

Submitted by the Academic Policies Committee

Rationale

Currently there is no language in the policy governing conflicts of roles 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 roles, real or perceived, should be handled (lines 19-34).

With the addition of language laying out the process for dealing with conflicts of roles in UTPC, APC recommends several changes to the groups prohibited from serving on UTPC (lines 35-41). College Deans, University and College administrators are not eligible to serve on UTPC and therefore their prohibition is unnecessary. APC found no credible reason why former department chairs should not be allowed to serve and therefore recommends that the prohibition on service be limited to current department chairs and current members of department review committees. APC also found no credible reason why members of the Academic Senate or the Academic Freedom Committee should be prohibited from service.

APC notes that there are other prohibitions on service outlined in this policy, most specifically in the department RTP committees (also in Section 1.1) and we recommend that these be evaluated when possible.

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 roles involving the candidate.

The chair of UTPC shall ask members to report any potential conflicts of roles when participating in the review of applications for tenure and/or promotion. For the purposes of UTPC functions, conflict of roles will be defined as circumstances in which there is a risk that a current or past relationship compromises, or could have the appearance of compromising, a faculty member's judgment with regards to the candidate. If a disagreement arises as to whether a conflict exists, the arbitrator will be the Vice Chair of the Academic Senate.

College deans, University and College administrators, Current department chairs, program directors who have responsibility for RTP review, and members of department peer review committees, members of the Academic Senate and Academic Freedom Committee 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.

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.