

UHD Senate Resolution on Rank and Tenure

Passed by a majority vote (21-0) of Faculty Senate 9/6/2011

Whereas

- PS 10.A.01 outlines the procedures for promotion and tenure for faculty;
- P.S. 10.A.01.2.3.3 specifies that “By the first Monday in October, each candidate submits a detailed rank and/or tenure report (prepared according to the attached guidelines entitled "Guidelines and Format for the Promotion/Tenure Report") to the department rank and tenure committee chair, to the department chair, and to the dean.” thus making the attached guidelines part of the PS statement, all of which was approved by UHS Legal prior to implementation at UHD.
- Probationary faculty up for tenure and promotion this year have completed second and fourth year review under the current policy;
- New guidelines for promotion and tenure dossier were announced by the Provost in August 2011, limiting its size and content, followed by an email allowing promotion and/or tenure candidates a choice between the two (i.e., following current policy or the revised guidelines);
- The guidelines have not been submitted through the shared governance process or approved by UHS Legal.
- Promotion and tenure decisions are made by various administrative and faculty groups, with university-wide promotion and tenure committee reviewing all dossiers;
- Some departments have advised candidates to follow the procedures outlined in PS 10.A.01 while other departments have advised candidates to submit in whichever form that they prefer;
- Inconsistencies in dossier content and organization will create difficulties for consistent review, especially at the university level;
- The University Rank and Tenure Committee may not yet be prepared to handle electronic submissions, especially regarding issues surrounding confidentiality.

Be it resolved:

- That, the Senate advises departmental rank and tenure committees to follow the guidelines established in PS 10.A.01.