

A&S Personnel Policy—Proposed revisions

Approved by A&S faculty assembly, Sept. and November, 2021.

1.2.B.11

For term faculty members, the length of time in rank prior to eligibility for promotion has been changed from “six consecutive years” to “five years.” Five years better aligns with the probationary period for tenure-track faculty and thus removes what appears to be an arbitrary disadvantage for term faculty members. Further, the “consecutive” years requirement had the potential to disadvantage those who had a gap in employment due to personal or family responsibilities or due to a university budget crunch. The value of “consecutiveness” was not clear to A&S faculty or administration.

2.2.I.9

Previously, A&S extended to all tenured and tenure-track faculty members the right to vote in tenure and promotion cases. This proposed change allows individual departments to narrow that eligibility by rank, provided a 2/3 majority of tenured and tenure-track faculty members approve the change. Without such a vote, the broader voting rules remain in effect.

2.2.I.9

Revision clarifies that faculty members on joint appointments cannot vote in the same tenure & promotion case in both their departments. This provision covers unusual cases in which a voting faculty member and a tenure/promotion candidate have joint appointments in the same two departments.

2.2.I.9

Revision stipulates that all tenure and promotion ballots, whether on paper or digital, must be unmarked by rank, tenure status, or other identifying material.

2.2.I.10

Revision clarifies membership of department personnel committees in departments that have narrowed T&P voting eligibility.

Article 6—Personnel Documents

Revision clarifies the fact that departmental personnel policies cannot contradict unit policy.