

Proposal 1, Attachment 1:

New Standard for Promotion and Tenure for all Faculty

RESOLUTION:

WHEREAS, Section 4.1.6 (“Non-Tenure Track Faculty”) of the Faculty Handbook of the University of Delaware provides that non-tenure track faculty may be hired as “instructional, clinical, public service or research faculty;” and

WHEREAS, Section 4.1.6 further provides that non-tenure track faculty must meet the requirements for the rank of instructor and may hold a rank higher (i.e., assistant, associate, or professor) so long as they meet the “same criteria” for such academic rank as is required for tenure track faculty; and

WHEREAS, Section 4.4.1 of the Faculty Handbook requires that tenure-track faculty seeking a promotion must at a minimum demonstrate “excellence” in *either* scholarship or teaching and high quality in all other categories (including service), and Section 4.4.2 of the Faculty Handbook permits departments to require that tenure-track faculty seeking a promotion demonstrate “excellence” in *both* scholarship and teaching, and some departments have adopted such standard; and

WHEREAS, many non-tenure track faculty have no workload assignment to scholarship or service, and others have no workload assignment to teaching, and thus many non-tenure track faculty are unable to satisfy the aforementioned requirements for promotion; and

WHEREAS, it is important to provide non-tenure track faculty with a fair opportunity for a promotion in rank; be it therefore

RESOLVED, that Sections 4.4.1 and 4.4.2 of the Faculty Handbook shall be amended to adopt a new standard for promotion and tenure, one requiring that all faculty seeking a promotion or tenure demonstrate evidence of “excellence in their academic endeavors,” and that the faculty in their departments and academic units shall provide specific details and guidance as to what constitutes excellence in one’s academic endeavors in that department, unit, or relevant academic discipline.

CURRENT VERSION OF SECTION 4.4.1 (“FACULTY PROMOTION AND TENURE”) OF THE HANDBOOK:

The promotion and tenure procedure is a parallel structure allowing for faculty proposal, evaluation and appeal, as well as administrative evaluation at each level of organization of the University.

This document governs the University process of review at every level. Departments, units, and colleges may make additions to and clarifications of this document to address their special circumstances. These elaborations, which must be approved by the University Committee on Promotions and Tenure and by the Provost, will constitute the departmental document.

Departmental documents should also include the procedure for choosing the departmental promotion and tenure committee and should specify required levels of achievement for each rank, such as excellence in research or teaching or in both. Appropriate modes of scholarly publication may also be specified. Faculty candidates for promotion and/or tenure will be evaluated based on the criteria in their department's approved promotion and tenure guidelines appropriately weighted for their workload for the period under review. (Rev. 3/4/08)

CURRENT VERSION OF SECTION 4.4.2 (“MINIMUM STANDARDS FOR PROMOTION”) OF THE HANDBOOK:

Since the mission of the University encompasses teaching, scholarship and service, faculty members should strive for excellence in all three areas. Scholarship, whether in the form of research, publication, professional development, artistic creativity, or scholarship related to teaching or service is a significant part of each person's contribution to the academic community. Everyone must pursue some form of scholarly activity. How this work is made available to other scholars obviously depends upon the particular discipline, but promotion requires evidence that significant achievements have been and will continue to be made. (Rev. 3/4/08)

The University's obligation to scholarship notwithstanding, a major goal of any educational institution is to encourage and to demonstrate excellence in teaching. Hence, faculty members with teaching responsibilities must demonstrate high-quality teaching performance.

Service at all levels--department, college, University, community, profession, or nation--is also an integral part of the University's mission and must not be neglected on the grounds that scholarship and teaching have higher priority.

These considerations suggest University expectations for promotion to various academic ranks. Although departments may write specific criteria to fit their particular

circumstances and needs, they must conform to the spirit of these standards. Unsatisfactory performance in any of the three areas, for example, precludes promotion. To provide comparability across the University, then, the following minimum achievements should be met for promotion to these ranks:

Assistant Professor: Apart from earning the doctorate or other appropriate terminal degree, the primary requirement is the demonstrated ability and desire to achieve excellence in scholarship and teaching and to make positive contributions in all three areas. For this rank, past achievements are not so important as evidence of future growth and accomplishment.

Associate Professor: Inasmuch as promotion within the University to this rank generally carries tenure--a binding commitment on the part of the University--the qualifications must be rigorous. At a minimum, the individual should show excellent achievement in scholarship or teaching and high quality performance in all areas. Furthermore, there should be unmistakable evidence that the individual has progressed and will continue to do so. A mere satisfactory or adequate record as an assistant professor is not sufficient; there must be very clear indication, based on hard evidence and outside peer evaluations, that the candidate has in fact attained high levels of accomplishment.

PROPOSED REVISION OF SECTIONS 4.4.1 OF THE HANDBOOK:

The promotion and tenure procedure is a parallel structure allowing for faculty proposal, evaluation and appeal, as well as administrative evaluation at each level of organization of the University.

This document governs the University process of review at every level. Departments, units, and colleges may make additions to and clarifications of this document to address their special circumstances. These elaborations, which must be approved by the University Committee on Promotions and Tenure and by the Provost, will constitute the departmental document.

All candidates for promotion must demonstrate excellence in their academic endeavors. Departmental documents shall provide specific details and guidance as to what constitutes excellence in one's academic endeavors in that department, unit, or the relevant academic discipline. Departmental documents should also include the procedure for choosing the departmental promotion and tenure committee and should specify required levels of achievement for each rank, ~~such as excellence in research or teaching or in both~~. Appropriate modes of scholarly publication may also be specified. Faculty candidates for promotion and/or tenure will be evaluated based on the criteria in their department's approved promotion and tenure guidelines. ~~appropriately weighted for their workload for the period under review. (Rev. 3/4/08)~~

PROPOSED REVISION OF SECTIONS 4.4.2 OF THE HANDBOOK:

Since the mission of the University encompasses teaching, scholarship and service, faculty members should strive for excellence in all three areas. Scholarship, whether in the form of research, publication, professional development, artistic creativity, or scholarship related to teaching or service is a significant part of each person's contribution to the academic community. Everyone must pursue some form of scholarly activity. How this work is made available to other scholars obviously depends upon the particular discipline, but promotion requires evidence that significant achievements have been and will continue to be made. (Rev. 3/4/08)

The University's obligation to scholarship notwithstanding, a major goal of any educational institution is to encourage and to demonstrate excellence in teaching. Hence, faculty members with teaching responsibilities must demonstrate high-quality teaching performance.

Service at all levels--department, college, University, community, profession, or nation--is also an integral part of the University's mission and must not be neglected on the grounds that scholarship and teaching have higher priority.

These considerations suggest University expectations for promotion to various academic ranks. Although departments may write specific criteria to fit their particular circumstances and needs, they must conform to the spirit of these standards. Unsatisfactory performance in any of the three areas, for example, precludes promotion. To provide comparability across the University, then, the following minimum achievements should be met for promotion to these ranks:

Assistant Professor: Apart from earning the doctorate or other appropriate terminal degree, the primary requirement is the demonstrated ability and desire to achieve excellence in scholarship and teaching and to make positive contributions in all three areas. For this rank, past achievements are not so important as evidence of future growth and accomplishment.

Associate Professor: Inasmuch as promotion within the University to this rank generally carries tenure--a binding commitment on the part of the University--the qualifications must be rigorous. ~~At a minimum, the individual should show excellent achievement in scholarship or teaching and high quality performance in all areas.~~ To hold this rank, the individual must demonstrate excellence in their academic endeavors, as defined in the relevant departmental documents. Furthermore, there should be unmistakable evidence that the individual has progressed and will continue to do so. A mere satisfactory or adequate record as an assistant professor is not sufficient; there must be very clear indication, based on hard evidence and outside peer evaluations, that the candidate has in fact attained high levels of accomplishment.

(revised 4/19/13)