

May 6, 2013 Meeting Agenda

A. Old Business

Amended Resolution 1.

Recommendation from the Executive Committee of the Faculty Senate (Sheldon Pollack, Chair) with the concurrence of the Faculty Senate Promotion and Tenure Committee (Tom Kaminski, Chair) for a request to amend the Faculty Handbook with respect to participation in promotion and tenure decisions (attachment)

WHEREAS, Section 4.4.4 (“Departmental Responsibilities”) of the Faculty Handbook of the University of Delaware provides that departments may elect to allow untenured faculty to serve voluntarily on department promotion and tenure committees; and

WHEREAS, the same provision provides that a majority of the faculty serving on a department promotion and tenure committee should be “at or above the rank” to which the candidate seeks promotion; and

WHEREAS, in decisions involving the granting of tenure only tenured faculty should vote on department promotion and tenure committees and in promotion decisions only members of such committees who are “at or above the rank” to which the candidate is seeking promotion should vote; be it therefore

RESOLVED, that Section 4.4.4 of the Handbook shall be amended to provide that in departments that allow untenured faculty to serve on the department promotion and tenure committee, voting on tenure decisions shall be restricted to those faculty who hold tenure; and further

RESOLVED, that Section 4.4.4 of the Handbook shall be amended to provide that in departments that allow faculty below the rank to which a candidate is seeking a promotion to serve on such committee, voting shall be restricted to those faculty who are “at or above the rank” to which the candidate is seeking promotion.

Amended Attachment 1 to Resolution 1:

Current Version of Section 4.4.4 (“Departmental Responsibilities”) of the Handbook:

Department promotion and tenure procedures must be democratic. Although the application of this principle will obviously vary from department to department, certain ground rules must be observed. The department's promotion and tenure committee should be constituted and operated in such a fashion that due respect is given to the

opinions and advice of all faculty. Units which elect to include untenured faculty in the review process should ensure that individual participation is voluntary and that the interests of those who wish to participate are protected (for example by using secret ballots). A majority of the committee should consist of faculty who are at or above the rank to which a candidate seeks promotion. (Departments lacking a sufficient number of faculty at the appropriate rank should solicit participation of faculty from kindred departments. Procedures for this solicitation must be specified in the department's document.) The committee should also consult with the department chairperson, who should offer counsel but neither participate in its final deliberations nor vote on its recommendation. The committee should meet formally and follow established procedures. The department committee should insert a separate document in the external letters section of the dossier, identifying the specific external reviewers who were nominated by the candidate versus those nominated by the department, and the criteria used to request letters from specific reviewers.

Amended Proposed Revision of Section 4.4.4 (“Departmental Responsibilities”) of the Handbook:

Department promotion and tenure procedures must be democratic. Although the application of this principle will obviously vary from department to department, certain ground rules must be observed. The department's promotion and tenure committee should be constituted and operated in such a fashion that due respect is given to the opinions and advice of all faculty. Units which may elect to include untenured faculty in the review process. In the event that untenured faculty are so included, the unit shall ~~should~~ ensure that individual participation by untenured faculty is voluntary and that the interests of those who wish to participate are protected (for example by using secret ballots). A majority of the committee should consist of faculty who are at or above the rank to which a candidate seeks promotion. Units may elect to include faculty on their promotion and tenure committees who are below the rank to which the candidate seeks promotion, in which case a majority of the committee shall consist of faculty who are at or above the rank to which the candidate seeks promotion. Only tenured faculty shall vote on tenure decisions, and in promotion decisions, only members of the department promotion and tenure committee who are at or above the rank to which the candidate seeks promotion shall vote. (Departments lacking a sufficient number of faculty at the appropriate rank, or with tenure in cases involving the granting of tenure, shall ~~should~~ solicit participation of faculty from kindred departments. Procedures for this solicitation must be specified in the department's document.) The committee should also consult with the department chairperson, who should offer counsel but neither participate in its final deliberations nor vote on its recommendation. The committee should shall meet formally and follow established procedures. The department committee should insert a separate document in the external letters section of the dossier, identifying the specific external reviewers who were nominated by the candidate versus those nominated by the department, and the criteria used to request letters from specific reviewers.