Faculty Senate Issue Log Form

Date-Submitted: 12/19/19
Title-of-Issue: Criteria or training for department Promotion and Tenure committee participation
Description: As written, it seems the faculty handbook requires that all tenured faculty participate on the department promotion and tenure committee without considering the amount of time those faculty members have been tenured, their experience with evaluating colleagues for pre-tenure review, tenure review, or annual evaluations, or their understanding of the process for accurately applying standards..
Rationale: A member of the CDSE department promotion and tenure committee inaccurately and inequitably analyzed and applied standards for promotion and tenure when voting on my tenure dossier. That faculty member had just been tenured and this was her first experience with evaluating packages at any level. She had never evaluated or provided feedback on any of my annual reviews or pre-tenure materials which had been evaluated positively. Her vote, which contained a criteria not required for tenure and did not consider the department research/scholarship statement, carried over to the college promotion and tenure committee impacting their subsequent evaluation. Her vote did not apply standards equitably or accurately. This could have been avoided with training or understanding of standards in relation to the process of objectively evaluating materials.
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Date: 12/19/19
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