AY21-5-F

Date Submitted: August 9, 2021

Title of Issue: Elected committee for reappointment reviews for non-tenured and non-tenure-eligible faculty members

Description of Issue: It is unclear if an elected committee of the tenured faculty may serve in lieu of a committee of all of the tenured faculty for department/school level reappointment reviews for non-tenured and non-tenure-eligible faculty members.

Rationale for Submission: The T&R Faculty *Handbook* allows for the department to elect a P&T committee from the membership of the tenured faculty.  Here is the language from the *Handbook* Tenure policy:

*The tenured faculty of a department may determine that a tenure committee of a specified size will be selected from their membership to conduct the tenure deliberations and make recommendations to the chair (or replacement, see section V.B.). In this case, the entire full-time department faculty will elect the committee. It is the responsibility of this committee to determine the opinions of tenured members of the department not serving on the committee.*

Here is the language from the *Handbook* regarding reappointment of non-tenured faculty:

*For instructors, assistant professors, lecturers, clinical assistant professors, research assistant professors, and untenured associate professors and professors, the initial consideration will be by the departmental tenure and promotion committee unless they are in their first year and have been appointed mid-year. For senior lecturers, master lecturers, research associate professors, research professors, clinical associate professors, and clinical professors, initial consideration will be by the department chair, except for those years when the faculty member is undergoing their sixth year review (see III.B. below).*

So, it seems clear that if it is a tenure review, an elected subcommittee of the tenured faculty may serve as the tenure review committee. However, it is not clear if an elected subcommittee may serve as the reappointment review committee for non-tenured and non-tenure-eligible faculty members. It seems reasonable that could be an option, but if it is, then for the sake of clarity and consistency, perhaps that option should also be articulated in the *Handbook*.

Name: Katherine Hawkins

Department: Provost’s Office

Date: August 9, 2021

Electronic Signature: Katherine Hawkins