

AY22-12-F

Faculty Senate Issue Log Form

Date-Submitted: 9/8/2022

Title-of-Issue: Promotion and Tenure Committee

Description: Lecturers in positions of higher rank are not able to be a part of the annual review process of lecturers, senior lecturers, and master lecturers. In the "Evaluation of Lecturers, Senior Lecturers, and Master Lecturers and Promotion of Lecturers and Senior Lecturers" section (A.1.a) it states:

"Lecturers will undergo an annual in-depth review by their department committee, as defined in the policy

on "Reappointment/Annual Review or Nonreappointment of Faculty," section III.B.1.a., and department

chair and a recommendation will be made to the dean concerning the lecturer's reappointment on an annual

basis, according to the policy on "Reappointment/Annual Review or Nonreappointment of Faculty."

In this section (III.B.1.a.) referenced above, the requirements to be a part of the Department Promotion and Tenure Committee are stated in III.A.3-4. as:

"Each department conducts an annual review of the probationary tenure-track faculty in that department (including the chair if untenured). This review is based on the performance of the individual faculty member and the needs of the department and is initially conducted by a committee consisting of tenured members of the department."

Two possible avenues of changing this could include:

1) Master Lecturers being added to the "Evaluation of Lecturers..." section. Example:

"Lecturers will undergo an annual in-depth review by their department chair and department

committee consisting of an additional member who holds the rank of Master Lecturer. This review will be conducted as defined in the policy

on "Reappointment/Annual Review or Nonreappointment of Faculty," section III.B.1.a.". A recommendation....

2) Change to Promotion and Tenure Committee to include Master Lecturers. This can even include a clarifying statement to reiterate they would only be used in the review of Lecturers since the faculty handbook requires having the same or higher rank in order to evaluate. A suggested example that could be refined is:

"...conducted by a committee consisting of tenured members and when applicable, master lecturers of the department."

Rationale: Lectures, Senior lecturers, and Master Lecturers are currently only evaluated by tenured faculty members at the department level of evaluation. While in the promotion section of the handbook the Faculty Senate has recognized the importance of master lecturer input in the promotion of a Senior Lecturer to Master.

The same arguments for why a master lecturer would be needed for promotion could be applied to the annual reviews. Though tenured faculty are plenty competent to conduct a review, having a master lecturer gives better insight into the requirements and evaluation criteria of the position since they have held that specific position and also have been recognized for expertise in that particular position. Having this representation helps to provide equity in the process and prevent any bias (whether intentional or not) in the evaluation that could come from having only tenured faculty present. An indirect benefit to the change would be to give master lecturers an additional opportunity of service to the department and university.

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