The Tenure Track Project

A Request for Guidance

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Q. Why Review the Tenure Process?

A. Over time the documentation has become scattered and inconsistent. Not a crisis, but somewhat problematic.
End Product

A single public document that works for all the players:
- the Candidate
- the Dept’s Tenure Faculty
- the Chair
- the Dean
- the Ad Hoc Committee
- the Provost
- the Trustees
Proceed with broad engagement, “by chapter”, and with the understanding that this is a shared enterprise.
Broad Engagement

The Tenure Track at Cornell

Dean of Faculty
- AFPSC
- Senate
- FACTA

Deputy Provost
- Deans
- Chairs
AFPSF + FACTA

**Academic Freedom and the Professional Status of the Faculty Committee**

This is a **standing committee** of the Senate whose charge includes looking at policies and procedures relating to faculty appointments, promotion, retirement, separation, tenure and other related matters.

**Faculty Advisory Committee on Tenure Appointments**

This is a **standing committee** that advises the Provost on proposed promotions to tenure, as well as proposed denials of tenure by a dean after a positive recommendation from the department.
Tap Into Experience

Former and Current Members of FACTA
Who Have Seen Difficult Cases
Up Close

Former and Current Deans and Chairs
Who Have Seen Difficult Cases
Up Close

We will be very proactive about this.
Recruitment
Orientation
Annual Review
Department Three-Year Review
Department Review
College & Ad Hoc Committee Review
Provost & FACTA Review
Trustee Approval

Left to right in relatively small steps.
Each step depends on the previous step.
Pay attention to the couplings.
Chapter 1: The Very Start

Guidelines For...
1. Unbiased recruiting.
2. Transitioning to faculty status.
3. Etc

Etc = our way of saying “rough draft sampling of topics”.
Chapter 2: The First Five Years

Guidelines For...
1. The annual reviews
2. Setting the tenure alarm clock
4. Leaves
5. Mentoring
6. Etc

- Recruitment
- Orientation
- Annual Review
- Department Three-Year Review
- Department Review
- College & Ad Hoc Committee Review
- Provost & FACTA Review
- Trustee Approval
Chapter 3: The Department-Level Review

Guidelines For…
1. Number of outside Letters and interpreting response rate.
2. Interpretation of the Dept. Vote
3. The Chair’s Letter.
4. Reconsideration of negative vote.
5. Etc

- Recruitment
- Orientation
- Annual Review
- Department Three-Year Review
- Department Review
- College & Ad Hoc Committee Review
- Provost & FACTA Review
- Trustee Approval
Chapter 4: The College-Level Review

Guidelines For...
1. Ad Hoc Committee Members
2. When the ad hoc committee and dept disagree.
3. The Dean’s Letter.
4. Etc
Guidelines For...
1. FACTA Committee members
2. When department, dean, and ad hoc committee are not unanimous.
3. Appeal Processes
4. Terminal year parameters.
5. Etc
The Challenge: How to Talk about Our Most Important Process Without Raising Alarm

1. This is not a sudden attempt to rethink criteria. It is an attempt to improve the process for all the players.

2. This is not a sudden attempt to impose strict uniformity across the academic units. It is an attempt to make flexibility work in a principled way that avoids problems.
And Again...

This is a ROUGH DRAFT of a plan.

We need your insights as we work out the details.