The Tenure Pause Resolution: Q&A

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What Happens When These Sequences Collide?

The misconduct policy sequence:

- Alleged Policy Violation
- Policy Procedures Activated
- Candidate NOT found Responsible for Misconduct
- Candidate found Responsible for Misconduct

The tenure review sequence:

- Start
- Department Review
- College Review
- University Review
- Trustee Review
The Pause Panel & The Misconduct Proceedings
(Chair Dean, Provost, DoF)

Alleged & Serious Policy Violation

Panel gets this information and initiates a pause. Before finalized, the candidate can respond.

Policy Procedures Activated

Candidate NOT found Responsible for Misconduct

Candidate found Responsible for Misconduct

Panel gets final report and writes a privacy-respecting summary that is added to the dossier.
The review resumes at the pause point.

Reference to the allegations is not allowed UNLESS the candidate gives permission.

The candidate can augment the dossier with a statement about any aspect of the allegations.
If the pause point is at the college level, then the department will have to revisit the case with the dossier augmented with the misconduct summary. “Revisit” does not necessarily mean “start from scratch.” E.g., probably no need to re-assess the external letters.

Rationale for restarting: evaluators at the department, college, and university levels must “see” the same dossier.
Concerns Voiced at the 4/15 Meeting

1. Why not let the candidate decide if there is to be a pause?

2. Misconduct allegations take a long time to adjudicate. Wouldn’t a pause be damaging to the candidate?

3. Doesn’t this open the door to spurious allegations and retaliation?

4. Aren’t women and minority faculty tenure cases more likely to be paused?