The Tenure Pause Resolution

Final Discussion

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A “Found Responsible” Example

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.
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.
Concerns Addressed at the 4/29 Meeting

1. Because the integrity of the tenure process is the combined responsibility of the department, college, and university, the decision to pause rests with the chair, dean, provost, and DoF and not the candidate.

2. The pause policy is about having a fair and careful interaction with existing misconduct procedures in the context of a tenure review. Improving those procedures is a separate (and very important) exercise.

3. Existing data contradicts the claim that tenure cases of women and minority faculty are more likely to be paused.
1. Increases the chance that rumors will torque the tenure review, typically in a direction that is unfavorable to the candidate.

2. Increases the chance of antagonizing the tenured faculty voters by withholding information that is relevant to the case.

3. Increases the chance of inconsistency from case to case.
Accepted Two Suggestions from Senators

**Time Limitation**

If a resolution to the inquiry, investigation, or adjudicative process is not reached within 12 months of the initial pause date, the tenure review shall be resumed. The stipulation in section C.4 shall apply, giving the candidate the right to include in the dossier a statement.

**Dossier Purging of Unproven Allegations**

If the inquiry, investigation, or adjudicative process arises because of a document initially included in the tenure dossier (such as a student letter), and the candidate is found not responsible, then that document shall be excluded from the dossier when the tenure review is resumed.
Approval Process/Timeline

Thursday 5/14
Chairs and directors will be informed about the proposal and the upcoming vote.

Monday 5/18
Email voting starts.

Monday 5/25
Email voting ends.

Note. This proposal was put together by the Academic Freedom and Professional Status of the Faculty Committee, University Counsel, and the Provost office. It has been vetted with the Academic Deans. It will take effect upon Senate approval.