Four Tenure Track Process Resolutions

Committee on Academic Freedom and
Professional Status of the Faculty

Background

Most of the recommendations advanced by the AFPSF as part of the [Tenure Track Project](#) fall into the "advice, best practices" bucket.

However, the Committee feels that some of its recommendations warrant formal university-wide adoption and would like to see if the Senate agrees.

In this spirit, resolutions have been drafted that are concerned with

1. The Visibility of College TT Documents
2. The No-contact list
3. The External Reviewer Selection Process
4. The Visibility of the Chair's Summation Letter to Dean

Visibility of College TT Policy Docs

Current:

While general policy is provided by the university through the Faculty Handbook, implementation details tend to the colleges.

Sharing college tenure processes is somewhat difficult because most colleges have chosen to store their procedure documents on local intranets that prevent public viewing.

CALS and Engineering are exceptions.

Proposal

Require the colleges put all their tenure policy docs online because

- It helps demystify the process.
- It minimizes the chance for procedural missteps.
- It fosters clarity
- It guarantees that all the players are working off the same version.
- It creates an opportunity for the colleges to learn from one another.

More details on the resolution webpage.

No-Contact Lists

Reasons for candidate to place Dr. X on the no-contact list:

- candidate had a professional fight with Dr. X.
- candidate worries that Dr. X might steal research plans.
- candidate competing with Dr. X in some external funding venue.

College	What the College Says
AAP	Allowed and optional
CALS	Allowed and optional
CAS	Allowed and optional
CHE	Allowed and Optional
CVM	No comment
ENG	No comment
ILR	No comment
JCB	No comment
LAW	No comment

Proposal

The candidate can place in the dossier a no-contact list with a brief explanation next to each name.

The department can request a letter from a no-contact individual but then it must produce a justification that becomes part of the dossier.

More details on the Resolution Webpage.

The External Reviewer List Selection Process

Typical Method

- Department receives the candidate's list C.
- With that in hand it produces the final list F by augmenting some subset C with its own chosen reviewers.
- The dossier indicates which of the reviewers are candidate-chosen and which are department-chosen.

Encourages the candidate to play second-guessing games with their selection choices.

Recommended Process

The candidate list and a preliminary department list are _independently_ created with the charge being "produce the list that you would like to be used." Both lists go into the dossier.

The department then uses the two lists to produce a final list with rules about using some minimum number of candidate names.

The dossier indicates which of the reviewers are candidate-chosen, department-chosen, or both.

Less "gaming" of the system.

Encourages the candidate to think broadly about the external evaluations.

Strong reviewers captured by #1 will be captured by #2.
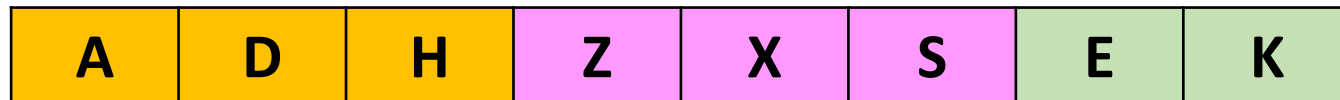
More details on the Resolution Page.

Example

Candidate List (CL)

| A | B | C | D | E | F | G | H | K | J |

Department List (CL)

| A | Z | Y | D | X | F | V | H | W | S |

Final List (FL)

| A | D | H | Z | X | S | E | K |

On CL Only

On DL Only

On Both CL and DL

Visibility of the Chair's Letter to the Dean

Typically, this letter is NOT shared with the voting faculty.

Proposal

Require making the letter visible to the voting faculty for fact-checking before it is sent to the Dean. Reasons:

- guards against misrepresentation
- supports the principle of transparency
- reinforces the idea that the decision is more than just the Chair's decision.

More details on the [Resolution Webpage](#).

Approval Process

These matters will be discussed in detail in a later meeting.

Discussions with chairs, deans, and the provost office in the meantime.

Remember that approval involves all these players.