

Expedited Tenure Review DRAFT Proposal

Purpose: The expedited tenure review process would be available to distinguished and highly accomplished scholars from other institutions who are to be hired at the UO with tenure.

Assumptions: The hiring department will review the candidate in relation to the level of appointment to be offered. After review, if the hiring department votes to hire a distinguished and highly accomplished candidate with tenure, then the department and Dean can agree to submit a request to the Provost to use the expedited process. If the request is approved by the Provost, the case will be considered through the expedited process. If it is not, it will follow the standard process.

Overview of process: Once the department, Dean and Provost have agreed to offer a position with tenure and the expedited process has been chosen, the candidate will be asked to provide materials for a tenure review. These materials will include the candidate's cv, all relevant research materials, a quantitative assessment of the candidate's work and impact if available, and at least three external evaluations, which may be letters from application process, reports of oral recommendations made to the department, Dean or member of the committee below or letters requested by them. A subcommittee of the Faculty Personnel Committee (see below for its composition) will consider the materials carefully and make a recommendation to the Provost either recommending tenure or requiring that the candidate undergo an accelerated or regular review.

Expedited Tenure Review Committee (ETRC):

THE ETRC will be a subcommittee of the Senate's Faculty Personnel Committee. The ETRC will be composed with attention to equity, diversity and inclusion. This sub-committee of five (with one member selected as chair by the subcommittee) will include three faculty from the College of Arts and Sciences (one from each division) and two representatives from the faculty of the other schools and colleges. The members will be selected annually by the FPC.

The ETRC will be "on call" through the academic year and the summer term to review cases and make recommendations to the Provost. The ETRC will meet at least once each fall with the Provost to discuss process and standards and select a chair for the year.