

10 January 1996

## MEMORANDUM

TO: Dr. Charles T. Wethington, Jr.  
President

FROM: Gretchen E. LaGodna, Chair  
University Senate Council

RE: Regulation Clarification

Your October 4, 1995 memo regarding departmental/college standards for promotion and tenure was recently brought to my attention. The implications of the memo have created grave concerns and some confusion among faculty.

It appears on the surface to be inconsistent with the long-standing practice and expectation that discipline-specific standards assist in the explication of university level criteria. Over the last twenty years, numerous departments and colleges have developed standards of performance particular to their discipline, designed to guide faculty and to provide consistency in the evaluation of performance. In all cases, these standards are consistent with the University's governing and administrative regulations, and in most cases, they were approved through the regular administrative channels.

At this point, individual faculty and faculty committees are unsure whether they may continue to use these departmental and/or college guidelines in their evaluation of colleague performance. If not, they are left with only the general criteria, open to greater subjective interpretation.

Perhaps renaming these documents as "guidelines" rather than "criteria" would address the concern of legal counsel and yet retain the important role they have had in