

FEB.
January 8, 1996

M E M O R A N D U M

TO: Gretchen E. LaGodna, Chair
University Senate Council

FROM: Charles T. Wethington, President *Charles T. Wethington*

Re: Your Memorandum Dated January 10, 1996

This will respond to your January 10, 1996 memorandum regarding my October 4, 1995 memorandum to University System Deans. My memorandum clarified Governing Regulation VII-B-5, concerning the criteria for appointments, promotions, and the granting of tenure in the University System. That memorandum was issued because some faculty apparently believed that such criteria were required to be established at the departmental or college levels. My October 4, 1995 memorandum is the official and final interpretation of Governing Regulation VII-B-5. I believe that you have talked with Dr. Fleming concerning my interpretation, and I hope that most of your concerns have been addressed.

I, of course, have no problem with the concept of development within a department or academic unit of general understandings or descriptions of the kinds of performance in teaching, research and service that would be regarded as sufficient to support recommendations for appointment, promotions, and the granting of tenure. In fact, during formal second and fourth year reviews of non-tenured faculty, AR II-1.0-5 requires that each unit administrator consult with the tenured members of the faculty regarding the progress of each non-tenured faculty member toward consideration for tenure in terms of the "unit's expectations". The same regulation requires that the annual performance review of each non-tenured faculty member must include some discussion concerning the individual's progress toward consideration for tenure in terms of the "unit's expectations." Thus, some unit-level articulation of the kinds of performance in teaching, research and service that would warrant a recommendation for promotion and tenure is appropriate for use in these reviews. Such an articulation would be informative for both tenured and nontenured faculty and would be fully consistent with the fact that tenured faculty play only a consulting role in the tenure/promotion process and with the fact that departments and colleges play only a recommending role in that process. Whether this articulation is done by the unit itself, or whether the unit delegates the task to the Chair is a matter best left to the individual unit.

Memorandum: Gretchen E. LaGodna

February 8, 1993

Re: Your Memorandum Dated January 10, 1996

Page 2

I think that it is important to make one point very clear regarding this issue. The University System has a clearly defined process of Department Chairs consulting with faculty concerning appointments, granting of tenure, etc. Faculty members in many cases are required to write letters concerning candidates for appointment and/or promotion and tenure. Department chairs also make recommendations on these matters, preliminary to further review by college committees and area committees in some cases. Deans, chancellors, and the President merely recommend (1) promotions at the Associate Professor rank and above and (2) tenure. The ultimate deciding authority on the granting of tenure and/or promotions to Associate Professor and above is the Board of Trustees. The criteria to be used in the above described process are set by the institution, and must be uniform across the institution. Those criteria are set forth in Parts V, VI, VII, VIII, IX, X and XI of Administrative Regulation II-1.0-1. In no instance shall a unit's articulation of the kinds of performance that might warrant promotion and tenure recommendations be construed to supersede or in any way bind an individual faculty member, a committee, a department chair, a dean, or higher administrator in his or her ultimate professional judgment about whether the candidate has fully satisfied the official university criteria set out in the Administrative Regulations.

I hope that this has been helpful.

cc: University System Deans
James Holsinger, Chancellor
Elisabeth Zinser, Chancellor
Juanita Fleming, Special Assistant to the President
Richard Plymale, General Counsel
Members, University Senate Council