

# HRCR 1

Office of the President  
April 21, 2009

Members, Board of Trustees:

## PROPOSED AMENDMENT TO GOVERNING REGULATIONS: FACULTY APPOINTMENT, PROMOTION, AND THE GRANTING OF TENURE

**Recommendation:** that the Board of Trustees receive the attached revision of Governing Regulation, Part VII, for preliminary consideration. The proposed revision relates to the processes for the appointment, promotion, and granting of tenure for faculty. The revision would require all educational units to develop statements describing the evidences of activity in instruction, research, and service that are appropriate to their field(s) for use in guiding evaluations for promotion and tenure. The current policy permits, but does not require, unit faculties to develop such statements. The revision would also eliminate the required review of promotion and/or tenure dossiers by the Dean of the Graduate School.

### Background:

**GR VII, Section I.A.6(c), Department Faculty Functions.** The Governing and Administrative Regulations establish the criterion for the granting of tenure as excellence in all areas of activity. Section I.A.6(c) of GR VII permits departments and schools, on an elective basis, to establish written statements on disciplinary-based evidences that constitute excellence in areas of activity assigned to department faculty. For probationary faculty working to earn tenure and for tenured faculty who are asked to apply standards of excellence as reviewers of tenure dossiers, written statements “describing the evidences of activity in instruction, research, and service that are appropriate to their field(s)” are invaluable heuristic guides. Provost Subbaswamy proposes that the development of such statement by unit faculties should not be voluntary; and college faculties, their representative faculty councils, and deans agree that the development of such written statements should be mandatory for all academic departments.

**GR VII, Section B.2, Dean of the Graduate School.** Section B.2 of GR VII requires that the Provost obtain recommendations from the Dean of the Graduate School on all initial appointments of associate professors and professors, promotions, and the granting of tenure. It is proposed that this requirement be eliminated. Requiring the Dean of the Graduate School to prepare written evaluations for all promotion and tenure cases is enormously time-consuming without sufficient benefit. The Provost is free to seek the advice of the Dean of the Graduate School and will likely do so in all contentious tenure

cases. College faculties, their representative faculty councils, and deans support the proposed change in the language of Section B.2.

A revised copy of the relevant sections of GR VII is attached. Proposed additions are underlined; proposed deletions are lined through.

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Action taken:     Approved     Disapproved     Other \_\_\_\_\_

**Proposed Changes to  
GR VII  
University Organization**

GR VII – Section I.A.6(c) - Department Faculty Functions

Within the limits established by these *Governing Regulations*, the *Administrative Regulations*, *University Senate Rules*, *Rules of the Graduate Faculty*, or the rules of the faculties of the school or college of which the department is a part, the department faculty has jurisdiction over matters concerning its educational policies.

The department faculty has primary responsibility for the development of policies on such matters as academic requirements, courses of study, course offerings, graduate and research programs, and service functions. Jointly with the department chair, the department faculty shall establish procedures to be used within the department concerning (1) recommendations on faculty appointments, promotions, reappointments, terminal appointments, post-retirement appointments, and the granting of tenure and decisions not to reappoint; (2) the faculty performance evaluations and (3) preparation of budget requests. The procedures in (1) and (2) above shall include consultation with directors of multidisciplinary research centers and institutes for those faculty members who are or shall be associated with such centers or institutes.

The department faculty ~~shall~~may develop statements describing the evidences of activity in instruction, research and service that are appropriate to their field(s) for use in guiding evaluations for promotion and tenure. If developed and approved by the department faculty, those statements must be submitted by the chair of the department to the dean for review and final approval before the statements are made operative in the department. Revisions to a department's statements, upon approval of the department faculty, must also be submitted by the department chair to the dean for review and final approval.

GR VII – Section B.2 - Dean of the Graduate School

The Dean of the Graduate School is chair of the Graduate Faculty and of the Graduate Council and serves as an ex-officio member of all committees of the Graduate School. Under the broad direction of the President and the Provost, the Dean provides general planning, guidance, review, and coordination for all of the University's endeavors in graduate education. The Dean appoints regular and associate members of the Graduate Faculty. ~~The Dean recommends to the Provost on the following actions affecting faculty members who are or may be involved in research or graduate programs: initial appointments of associate professors and professors; promotions of assistant professors and associate professors; and granting of tenure.~~ The Dean also recommends on budgets as these may affect graduate education and shall have the same authority and

responsibilities as those of a dean of a college in the administration of educational units that might be transferred to or developed under the Office of the Dean of the Graduate School.

The Dean shall speak for the Graduate Faculty. In the event that the Dean believes it necessary to depart from the recommendations of the Graduate Faculty, the Dean shall communicate the Graduate Faculty's recommendation as well as the Dean's recommendation, stating the reasons for differing from the Graduate Faculty's opinion, and notify the Graduate Faculty of such action.

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