

**Committee on Rank Tenure and Promotion
Report to the Faculty Council
May 16, 2013**

Proposal to establish a University Tenure Committee

In the 2011-12 academic year the Committee on Rank, Tenure and Promotion prepared a proposal to establish a University Tenure Committee. At the Faculty Meeting on April 18, 2012 the Faculty voted to send the proposal to the Faculty Handbook Committee with the understanding that the Faculty Handbook Committee would receive the proposal at the start of the 2012-13 Academic Year and be prepared to report back to the Faculty at the October Faculty Meeting.

During September and October of 2012 members of the Committee on Rank, Tenure and Promotion met with the Handbook Committee, attended the five open hearings organized by the Handbook Committee and prepared a FAQ about the proposal for the faculty.

The Handbook Committee presented the proposed amendment to the Faculty Handbook at the faculty meeting of October 24, 2012. They made no recommendation.

The faculty vote on the proposed amendment was 73 votes for, 73 votes against, and 5 abstentions. The number of fulltime faculty eligible to vote was 209 so the amendment was not approved.

Criteria and Procedures for Promotion

A grievance report of August 20, 2012 pointed out some problems with the promotion process. In particular, in some departments the criteria for promotion, and the procedures for determining how the criteria are met, are unclear. Council charged RTP to look into the problems.

In the fall semester the Provost and the Academic Deans had two meetings for chairs of department promotion committees and any full professors who chose to attend. Some members of RTP attended these meetings. At that meeting the Provost pointed out that Appendix K of the faculty handbook has few details and would benefit from a revision.

The Committee on Rank, Tenure and Promotion will continue to work on this issue in the 2013-14 academic year.

Counting years served as a visitor at JCU or prior service at another university as part of the probationary period before tenure.

An Interpretation of the Faculty Handbook of October 16, 2012 stated that years served as a visitor at JCU do count as part of the probationary period. This has not been the practice for the past 30 years. The committee on Rank Tenure and Promotion is concerned that this change in practice is not in the best interests of the faculty or the University and has made some preliminary investigations regarding possible changes.