

Committee on Rank, Tenure and Promotion
Report to the Faculty Council
May 15, 2015

Committee Membership

During the 2014-15 academic year, the following individuals served on the Committee on Rank, Tenure and Promotion (RTP): Gwen Compton-Engle (CMLC), Tracy Masterson (PS), Paul Murphy (MML), Naveed Piracha (PH, representative from the Committee on Gender and Diversity), Earl Spurgin (PL), Mark Waner (CH) and Tom Zlatoper (EC/FN, RTP Committee Chair).

Counting of Time Served at Rank of Instructor or Higher Towards Tenure

According to prior practice at JCU, whether or not years in a visiting position or years at other institutions were to be counted in the probationary period on the tenure track was negotiable. The Provost and Academic Vice President and the Chair of the Faculty Handbook Committee provided an October 2012 reply to a request for an interpretation on the following:

Question One: Do all years served at the rank of instructor or higher with the status of visitor count as probationary years in service toward the automatic conferral of tenure on any faculty member who enters their eighth year of full-time service?

Question Two: Another issue related to the first concerns faculty with prior service at other institutions. Are all years, up to three years, of service at other institutions automatically counted in the probationary period if the service is full-time and equivalent in professional character to the Faculty member's service here?

The October 2012 reply was that, according to the Faculty Handbook, the answer is "yes" to both questions. In the 2012-13 academic year, the RTP Committee expressed concern that the change in practice required by the reply is not in the best interests of the faculty or the University. It investigated possible changes during the 2012-13 and 2013-14 academic years.

During the 2014-15 academic year, the RTP Committee continued its investigation. In an April 9, 2015 memorandum, it requested a reinterpretation of both questions above. The Committee believed that evidence in the following documents may not have been considered in the October 2012 reply:

- AAUP's 1978 statement *On Crediting Prior Service Elsewhere as Part of the Probationary Period*
- Pertinent email correspondence between Dr. Anthony Roy Day (Faculty Council Chair) and Dr. Anita Levy (AAUP Senior Program Officer)

In an April 28, 2015 response, the Provost and Academic Vice President and the Chair of the Faculty Handbook Committee indicated that, based on the Faculty Handbook, the answer to

both questions remains “yes.” They also noted that if the possibility of negotiations on years to be counted in the probationary period is desired, the Faculty Handbook will have to be amended. Next fall the RTP Committee will take up the question of whether to pursue a handbook amendment.

Proposal Requiring That Dossiers Submitted for Tenure, Promotion and Third-Year Reviews Be Electronic

At the request of Dr. Graciela Lacueva (CAS Interim Dean), in February 2015 the RTP Committee discussed a proposal requiring that dossiers submitted for tenure, promotion and third-year reviews be electronic. It unanimously passed the following motion: The RTP Committee supports the suggested administrative policy change that dossiers submitted for tenure, promotion and third-year reviews be electronic. The suggestion was made that administration may wish to consult with faculty on how best to implement the change to electronic format.