

Agenda for SPECIAL FACULTY SENATE MEETING Tuesday, March 16, 2021

- Rationale & Process
- Proposals
- Adjournment





Ari Sherris, Faculty Senate President

- Because of the seriousness of the proposed promotion and tenure revisions, it is important that faculty have opportunities to discuss them.
- Senators were asked to bring proposed revisions to their respective department meetings this month. The process is ongoing.
- We announced to all faculty this *Special Session*. The announcement was made on Thursday, March 4, 2021, via Mr. Martin Brittain's email from the Office of Academic Affairs. A link for faculty pre-registration was provided in this email. Pre-registration was required to have the ability to email the zoom meeting link and any documents during or after the meeting. It is also necessary for checking the accuracy of attendance for the minutes of this meeting.
- The goal of today's meeting is discussion and there will be no motions, resolutions or final vote.
- The meeting will be recorded, archived, and accessible in the TAMUK Digital Repository at the Jernigan Library. It will also be accessible via the Faculty Senate Website.
- At the conclusion of this meeting, all Senators will be able to participate in a straw vote (i.e., one that simply informs us of viewpoints, unresolved issues and the relative strengths or weaknesses of various proposed changes). The straw vote is anonymous and via Microsoft forms.

Friendly Amendments



- 6 minutes per slide
- Any remaining time will be reallocated at the end.
- Please email all friendly amendments to FacultySenateOfficers@tamuk.edu no later than Tuesday, March 23, 2021, 5:00 pm



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OUR TIME
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FACULTY SENATE

PERFORMANCE REVIEW: FALL or SPRING

Discussion

That the major review (i.e., the mid-tenure track comprehensive review) be moved to the Fall semester of the 4th year from the Spring semester of the fourth year.

Discussion

That the 5th year annual performance review be moved to the Fall of the 5th year to provide timely feedback to the candidate.

Discussion

That each tenure track member will undergo annual performance reviews for continuation in the Spring semester of their 1st, 2nd, and 3rd years and the Fall semester of their 5th year of actual and accredited service.

Discussion

That in the Fall semester of the 4th year of the actual and accredited service, all tenure track faculty members shall receive a comprehensive review to determine progress toward meeting all tenure requirements in the tenure track appointment. (and subsequent 4...)

Discussion:
Faculty members
have the
opportunity to
provide additional
information

Discussion:

That faculty members are allowed to add materials to their portfolios during the review process.

The submission date should be noted on all materials submitted after the deadline. Materials allowed to be added must pertain to research or scholarly activity, such as acceptance notice of a manuscript for publication; acceptance of a proposal for a conference presentation; or funding of a grant proposal.

These documents, once submitted, will not be added to the e-portfolio, but rather, added as supplementary document(s) hyper-linked to the e-portfolio, with appropriate notation(s).

Discussion: Promotion and tenure as separate decisions

Friendly Amendment vote

That tenure **shall** be linked to promotion from assistant professor to associate professor.

That tenure is included with promotion from assistant professor to associate professor. Any candidate for promotion from assistant to associate professor **will be** considered in a single evaluation for “promotion and tenure” and the two items **will not** be considered separately for these candidates.

Friendly Amendment PASSED

Discussion:
Face-to-face
meetings with the
candidate

Friendly Amendment vote

That: the dean and provost **respectively shall** have a one-on-one meeting with each candidate prior to making their recommendation on tenure and promotion. Additionally, the candidate **is entitled to separate meetings**, up to 10 minutes long, with the department chair, the department committee and the college committee. If a request is not made by the candidate, the department chair, the department committee and the college committee can request to meet with the candidate for up to 10 minutes before making their recommendation.

FRIENDLY AMENDMENT PASSED

Discussion: Promotion and tenure committee composition

Discussion

That if the tenure **and/or** promotion committee at the department level does not have enough members, the **dean** can consider appointing appropriate member(s) from other similar departments both inside and outside of the college. The appointing of additional member(s) will be made by the **dean** in consultation with department chair and the candidate. **The chairs of the department and college committees should have the rank of a full professor.**

Friendly Amendment

- That if the tenure **and** promotion committee at the department level does not have **at least three voting members**, the **chair of the tenure and promotion committee** can consider appointing appropriate members from other similar departments both inside and outside of the college. The appointing of additional members will be made by the **chair of the tenure and promotion committee** in consultation with the department chair and the candidate. **The tenure and promotion committee chairs at the department and college levels should have at least the rank to which the candidate is applying.**

Discussion

EXTERNAL LETTERS OF REVIEW

That using a standard template letter, the dean will request external letters of review of the candidates for tenure and promotion. The external reviewers will be provided the candidate's C.V. and the criteria for tenure and promotion.

Discussion

That at least three external letters should be in the portfolio. The dean's office will redact each letter so the author and institution are unknown.

Friendly Amendment

That at least three external letters **shall** be in the portfolio. The dean's office will redact each letter so the author and institution are unknown.

Discussion

That the candidate should provide the names and contact information for four (4) possible external reviewers. The dean, in consultation with **the chair**, will pick two of the four and ask for letters of review. The dean should follow up with reminder letters.

Friendly Amendment

That the candidate should provide the names and contact information for four (4) possible external reviewers. The dean, in consultation with the **chair of the department tenure and promotion committee**, will pick two of the four and ask for letters of review. The dean should follow up with reminder letters.

Discussion: Three **additional** external reviewers

Discussion

That the dean, in consultation with the chair, will pick three external reviewers. The candidate will have the right to eliminate one name. The dean will ask for reviews from two of the remaining two or three names. The dean should follow up with reminder letters. If three responses are not received, the dean will use either one or two of the remaining reviewers provided by the candidate. After all six requests are made (4 from the candidate's list and 2 from the dean's list), no additional requests need be made. The blinded review letters will be placed in the candidate's portfolio.

Discussion: Tenure and Promotion Grievances

Discussion

That an Advisory Committee comprising one faculty member from each college **(5)**.

That a Hearing Committee of **7 members** comprising at least one faculty member from each college.

That an alternate pool of **8 members** comprising at least one faculty member from each college.

That any committee member stepping off the Advisory or Hearing committee due to a conflict of interest or challenge becomes a member of the alternate pool.

That any committee member who voted on the tenure or promotion being appealed at the department or college levels has a conflict of interest.

Missing from discussion slide

Current Policy

Advisory: 5 members plus 4 alternates

Hearing: 8 members plus 6 alternates

Discussion:

“The appointment should be from Sept-May. Typically, appeal hearings are conducted during the spring semester. If we have several appeals, we are allowed to move a few to the start of the fall semester. Appeal hearings are not conducted in the summer.” —Jaya (email, 3/4/2021)

Discussion

That committee and alternate pool members are appointed by May 31 each year for the following academic year by the **Faculty Senate**. Overall membership should be roughly proportional to the number of faculty members in each college. Members serve only **1-year**, but can be reappointed.

Friendly Amendment

That committee and alternate pool members are appointed by May 31 each year for the following academic year by the **Faculty Senate President and Faculty Executive Committee**. Overall membership should be roughly proportional to the number of faculty members in each college. Members serve **3-year**, but can be reappointed.

Discussion: A larger
Pool & separate
committees to
prevent
burnout/distribute
workload or NOT

Discussion

That the same Advisory Committee and Hearing committee (as described above) will consider all appeals, except for individuals replaced due to a conflict of interest.

Discussion

That the same Advisory Committee and Hearing committee (as described above) will consider all appeals, except for individuals replaced due to a conflict of interest.

Discussion: This reduces the flexibility and selection. Is that fair or not?

Missing from slides

Current Policy

2 challenges in Advisory

3 challenges in Hearing

Discussion

That Advisory Committee: 1 challenge allowed by each party, the appeals and the university.

Hearing Committee: 2 challenges allowed by each party, the appeals and the university.

Discussion

That Advisory and Hearing committees elect their Chairs (no change).

That the chairs of both the Advisory Committee and Hearing Committees vote

Discussion:
Currently the
committee report
goes to the Provost

Discussion

That the committee report is sent to the president

That Tenure and Promotion appeals are submitted as one appeal, heard by the Advisory Committee and if recommended, the Hearing Committee. (Appeals concerning promotion to Full Professor are submitted to University Appeals Committee, as done now, but renamed the Promotion Appeals Committee.)

Friendly Amendments



- Please email all friendly amendments to FacultySenateOfficers@tamuk.edu no later than Tuesday, March 23, 2021, 5:00 pm
- Our next 2021 Faculty Senate meeting is scheduled for Tuesday, April 6, 2021 from 3:30 pm – 5:00 pm and it will be online.



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