Proposed Revisions for Regents Policy: Faculty Tenure

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Background

- *Faculty Tenure* regulations
  - Relationship of tenure to academic freedom and responsibility
  - Key definitions of faculty ranks and appointments
  - Tenure and promotion criteria and processes
• Last revision of the tenure regulations was in 2007
  – Direct result of strategic positioning goals regarding excellence of faculty
  – Criteria for tenure and for promotion were made more rigorous.
  – Increased family friendliness for probationary period
Basis for Revisions of Faculty Tenure Policy

- Changed definitions of Academic Freedom and Responsibility required changes in the tenure policy.
- As more untenured faculty chose to extend their probationary periods, needed more specific language about the limitations of the extensions and needed more family-friendly language.
Basis for Revisions of *Faculty Tenure* Policy

- As types of appointments needed change, new language was needed to reflect the changes.
- Old language that discussed when and why separate votes were taken on tenure and promotion appeared contradictory.
Basis for Revisions of *Faculty Tenure* Policy

- Needed consistency in the regulations in language use and formatting.
- Needed an improvement in the system of footnotes and interpretations in the policy for clarity.
Academic Freedom and Tenure Committee

- Senate committee charged with making revisions to the *Faculty Tenure* policy in conjunction with the Provost
- Composed of faculty from across the University with an ex officio member from the Provost’s office
- Chaired by Professors Barbara Elliott and Karen Miksch
Academic Freedom and Tenure Committee

• Commissioned a writing subcommittee (Professor Carol Chomsky, Regents Professor Tom Clayton, Vice Provost Arlene Carney)

• Subcommittee brought proposed changes to the Academic Freedom and Tenure Committee.
Academic Freedom and Tenure Committee

- Minutes of meetings were widely dispersed to faculty.
- Faculty input sought throughout the process of revision.
- Ongoing revisions brought to the Faculty Consultative Committee.
Academic Freedom and Tenure Committee

• Near-final draft brought to an open faculty meeting for discussion.
• Final draft brought to the Faculty Senate for vote
• Changes were passed unanimously.
• Changes were approved by the Senior Vice President for Academic Affairs and Provost.
Changes in the 2011 Faculty Tenure Policy

- Change the definitions of academic freedom and responsibility
- Broaden and clarify the conditions for extending the probationary period
- Clarify the types and ranks of appointments for probationary faculty
- Modify the voting procedures for tenure and promotion across units
Revision of Section 1. Academic Freedom

- Both 2007 and 2011 Section 1 confirm the principles of academic freedom and due process for faculty.
Revision of Section 1. Academic Freedom

2007 Section 1
• Shortened definitions of academic freedom and responsibility

2011 Section 1
• Definitions of academic freedom and responsibility consistent with other Regents policy.
Revision of Subsection 5.5 – Extension of Probationary Period

• Both 2007 and 2011 Subsection 5.5
  – allow for extension of the probationary period for new parent, caregiver, or for personal medical reasons.
  – require a written request to be made within one year of the events giving rise to the claim
  – restrict the claim to be made no later than June 30 preceding the year of the final decision
Revision of Subsection 5.5 – Extension of Probationary Period

2007 Subsection 5.5
- Limits extensions to two years for caregiver responsibilities
- No limits are listed for new parent or personal medical reasons.

2011 Subsection 5.5
- Limits extensions to three years total for any of the three conditions or any combination of the three conditions.
- Clear and family/faculty friendly.
Revision of Subsection 5.5 – Extension of Probationary Period

2007 Subsection 5.5
• Written request for permission to extend the probationary period is required for all three conditions.

2011 Subsection 5.5
• For new parent condition, only written notification is required.
• Extension is automatic.
• Reduces the potential stigma of request for parents.
Revision of Subsection 5.5 – Extension of Probationary Period

2007 Subsection 5.5
- Allows extension for caregivers and personal illness/injury when the condition is extended or debilitating.

2011 Subsection 5.5
- Adds that there must be the potential for substantial negative impact on faculty member’s work.
- Faculty member meets with administrator to discuss unusual situations.
Revision of Subsection 5.5 – Extension of Probationary Period

2007 Subsection 5.5
- Refers the reader to a footnote to define family member.

2011 Subsection 5.5
- Moves clarified definition of family member and child to the subsection itself.
- Defines shorter periods of extension for those with shorter probationary periods.
Revision of Section 6

2007 Section 6
- Tenure of Faculty on Regular Probationary Appointments
- The relationship of tenure and promotion at different ranks is not always clear.

2011 Section 6
- Tenure and Promotion for Probationary Faculty Members
- Now addresses the relationship of tenure and promotion clearly
Revision of Section 6

2007 Section 6
- Describes the probationary periods for associate and full professors broadly.
- Describes aspects of the instructor rank.

2011 Section 6
- Clarifies the shorter probationary period for associate and full professors.
- Defines instructor appointment and length and clarifies that this counts toward the probationary period.
Revision of Section 6

2007 Section 6
- Discussion of voting separately for tenure and promotion for assistant professors.
- Different process of tenure only vote for associate professors.

2011 Section 6
- For assistant professors, there is one vote for tenure and promotion together.
- Associate professors promoted to professor must receive tenure.
Revision of Section 7.12

Departmental Statement

- Units must add the goals and expectations for performance by tenured faculty to the 7.12 statement, which already describes the criteria for research, teaching, and service to receive tenure.
Remaining Revisions (2011)

- The removal of expired footnotes, interpretations, and some subsections or parts of subsections.
- Addition of footnotes to relevant pages for clarity.
- Indication of interpretations in the text.
- Formatting changes and language consistencies.
Revisions to *Faculty Tenure Policy* (2011)

- Maintain the rigor of changes from 2007.
- Clarify appointments and the relation of tenure and promotion at different ranks.
- Improve the family friendliness of the tenure policy.
- Consistent language for academic freedom and responsibility.