

Ext Faculty Changes

DRAFT

March 6, 2007

**MEMORANDUM**

TO: IFAS County Extension Faculty

FROM: Jimmy G. Cheek

RE: Proposed Change for County Extension Faculty Promotion and Permanent Status Packets and the Academic Personnel Board

At the request of Dr. Rebecca Pauly, Chair of the Senate Council on Academic Freedom, Faculty Quality, and Faculty Welfare, I write to you to provide some information regarding a proposed change for county extension faculty promotion and permanent status packets.

As background, the Academic Personnel Board recommended to President Machen that county extension faculty packets can best be evaluated within IFAS. The Academic Personnel Board believes that the characteristics that determine their advancement (Scholarship of Engagement) are best judged within their own peer group. Based on this recommendation and further discussion with the President, we suggested a process that would be re-evaluated after three years. Larry Arrington engaged our County Extension Directors and the Extension Faculty Advisory Committee throughout these discussions. I discussed the proposal with the IFAS Faculty Council.

The following is from Dr. Pauly, and will be an item of discussion at the March 22, 2007 Senate meeting.

The Senate Council on Academic Freedom, Faculty Quality and Faculty Welfare (Welfare Council), at the request of the Academic Personnel Board (APB), proposes a three year pilot

during which the promotion or award of permanent status of county extension faculty will not be reviewed by the APB. The review of these cases will otherwise be unchanged. This is a proposed change in process and not a change in faculty status. The pilot will be evaluated for process of effectiveness in implementation by the Faculty Welfare Council.

Review process during the pilot:

Faculty committees review promotion packets and make recommendations to the Dean of Extension. The Dean reviews the packets and makes a recommendation to the Senior Vice President for Agriculture and Natural Resources. The Senior Vice President reviews the packet and makes a recommendation to the President. The President makes the final decision on all promotions. If the county extension faculty is a candidate for permanent status, the President makes a recommendation to the Board of Trustees who make the final decision.

Please review the content of this proposal, discuss with your fellow county extension faculty and if you desire, attend the Senate meeting on March 22 to further discuss.

JGC/jln