

Recommendations derived from our review of the 2007 surveys on the tenure and promotion process

From Welfare Council to Steering Committee
Finalized: 4 February 2009

Council has discussed the annual surveys of the faculty undergoing the T&P process, the members of the College Committees and the APB and wishes to make the following recommendations in order to improve transparency.

The Council **recommends** that an administrator who has direct oversight of a faculty member and who plays a significant role in tenure and promotion decisions should not vote, nor should they be counted as a voting member of the faculty. We do not see an issue with faculty who serve in the college level T&P committees voting in their department committee as well.

The Council understands that every member of the APB reads every packet and that a majority of APB members do not see the need to increase the number of people on the APB. However, if this process changes, Council would like to discuss further.

The Council **recommends** that all Deans charge their College T&P Committees with their task in writing. Charges to these committees should include a discussion of how Service is to be evaluated in the packets, caution against bias if a faculty is going up early, discourage voting without being part of the discussion, explain the meaning of “stopping the clock” versus “lengthening the clock” and other things that may be specific to their College.

The Council **recommends** that, in order to produce consistency among departments and colleges across campus in evaluating their candidates, University-level workshops be developed and held for administrators i.e. department chairs, directors and deans as well as individuals serving on the college-T&P committees. The T&P workshop for faculty is not appropriate for department chairs, directors and deans. Council believes that a combination of website and face-to-face meetings would be useful.

The Council **recommends** that Central Administration communicate with the UF faculty when the APB begins reviewing files, when the files move to the President, etc. The Council **strongly urges** that a final date for completing reviews be set each year, i.e. before the June BOT meeting, so faculty undergoing the process have knowledge of the timeline.

Submitted by Welfare Council,
Susan S. Percival, Chair

Submitted to Steering Feb meeting

Submitted to Faculty Senate as information item: Feb or Mar

Submitted to Faculty Senate as action item: Mar or Apr