

Committee on Rank, Tenure and Promotion***Report to the Faculty******September 20, 2010***

The Faculty Council has charged the Committee on Rank, Tenure and Promotion to develop a proposal to modify the process by which tenure-track faculty members are evaluated in their progress toward tenure. Specifically they have asked the committee to come up with a proposal for a college or university-wide tenure committee for Faculty to consider. To help determine exactly what changes should be proposed, the Committee on Rank, Tenure and Promotion is seeking your input.

In a few days, you will be presented via Survey Monkey with capsule summaries of six possible proposals—these also appear below for pre-review—and we would like you to indicate, for each one, whether it is a system that you would find acceptable. At this point, it is NOT a vote for a specific proposal, but rather an opportunity for you to provide input as to which of the six possible tenure-evaluation systems ***might be acceptable*** to you, for future use at John Carroll. Remember that you will not be limited to choosing just one of the scenarios. Rather, you should indicate “APPROVE” ***for each and every one of the scenarios that you find acceptable*** for use at JCU.

If a clear preference emerges from this survey, the Committee will draft a formal proposal based on that preference. At some time in the future, after appropriate hearings and revisions, you will be asked to vote “yes” or “no” on a specific proposal. In whatever form that proposal takes, the Committee intends to address the issue of very small departmental tenure committees, regarded by some as problematic.

Tenure Evaluation and Decision Scenarios:

1. Each college (A & S and BSOB) forms a committee composed of faculty from that college. The committee receives the departmental recommendation of the tenure candidate. The committee recommendation and the college dean’s recommendation go separately to the AVP.
2. Each college (A & S and BSOB) forms a committee composed of faculty from that college, along with the college dean. The committee recommendation goes to the AVP.

3. A university-wide tenure committee would be composed of faculty from across the university. The committee's recommendation and the college dean's recommendation would go separately to the AVP.
4. A university-wide tenure committee would be composed of faculty from across the university, along with the dean of A&S and the dean of BSOB. The committee recommendation would go to the AVP.
5. No faculty tenure committee. The current system would remain in place, with one additional person from an appropriate administrative position joining the two college deans (Committee of Academic Deans, COAD), to act on the department tenure committee's recommendation. The recommendation of this modified "COAD" would go to the AVP.
6. No faculty tenure committee, and no change to COAD.