

*Committee on Rank, Tenure and Salary**Report to the Faculty**April 21, 2010*

In November, 2009, the Committee on Rank, Tenure and Salary held preliminary hearings on the question of whether there should be broader involvement of the Faculty in tenure decisions—possibly through a campus-wide tenure committee or college-wide committees. Although some who voiced their opinions were in favor of such committees, there was far from universal agreement. Accordingly, RTS decided to survey the entire Faculty on this and related issues, and a web-based survey was implemented in February, 2010. A summary of the survey responses is included with this report.

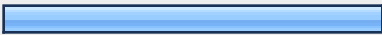
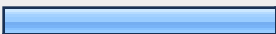
A majority of the survey respondents perceive a problem with the current tenure decision process (61 to 44). Among the 61 faculty who see problems with the current system, the most commonly cited problems were “Some departments have small tenure committees” (42) and “COAD only has two members” (54). However, among those who do see problems, most did not identify “not enough faculty input” as one of the problems; only 24 out of the 105 faculty who answered the questionnaire cited “There is not enough faculty input in tenure decisions” as being a problem.

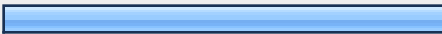
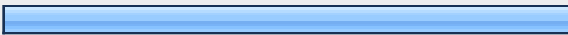
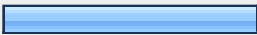
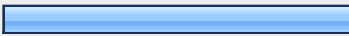
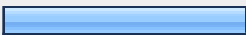
Because a frequently made comment in the preliminary hearings was that departments’ criteria for tenure are varied, RTS has begun to look at the tenure policy statements of several departments. It is unclear to some members of RTS, however, that variation across departments is necessarily a bad thing.

While there seems to be interest on the part of the administration—and a number of Faculty members—to move toward a tenure decision system involving broadly-based Faculty committee(s), others seem reluctant to find fault with the way in which the present system has worked. Moreover, it may very well be possible that the main problems identified by the survey—namely that some departments have small tenure committees and that COAD has only two members—could be addressed without making major changes to the current process.

Although it is not clear that there is a mandate from the Faculty to introduce campus-wide committees into the tenure process, the Faculty Council, on April 14, by a vote of 8 in favor, 5 opposed and 4 abstaining, directed the Committee on Rank, Tenure and Salary to draft a proposal to institute college-wide and/or university-wide tenure committee(s). Accordingly, RTS has begun a discussion of how best to do this.



UWTenure Committee Survey

1. Do you see a problem with the current tenure committee structure? (Dept.->Committee of Academic Deans (COAD)-> AVP)			
		Response Percent	Response Count
Yes		58.1%	61
No		41.9%	44
<i>answered question</i>			105
<i>skipped question</i>			1

2. If "yes," then what problems do you see? (check all that apply)			
		Response Percent	Response Count
a) Some departments have small tenure committees		67.7%	42
b) COAD only has two members		87.1%	54
c) There is not enough faculty input in tenure decisions		38.7%	24
d) The current system inhibits encouragement of interdisciplinary programs		53.2%	33
e) Other		37.1%	23
		Other (please specify)	31
<i>answered question</i>			62
<i>skipped question</i>			44

3. These problems necessitate a university-wide change or a modification of the current system.							
	1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree	Rating Average	Response Count
*	38.6% (39)	19.8% (20)	13.9% (14)	11.9% (12)	15.8% (16)	2.47	101
	<i>answered question</i>						101
	<i>skipped question</i>						5

4. A university/college-wide tenure committee should be added to the role of the Deans in the tenure process.							
	1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree	Rating Average	Response Count
*	29.1% (30)	21.4% (22)	14.6% (15)	16.5% (17)	18.4% (19)	2.74	103
	<i>answered question</i>						103
	<i>skipped question</i>						3

5. If a university/college-wide tenure committee is implemented, what type of structure would you prefer for a tenure committee?			
		Response Percent	Response Count
a) University-wide		29.9%	29
b) College-wide		70.1%	68
	<i>answered question</i>		97
	<i>skipped question</i>		9


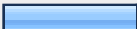
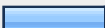

6. If a university/college-wide tenure committee is implemented, what composition would you prefer on this committee?			Response Percent	Response Count
a) All Faculty			46.9%	46
b) Mix of Faculty and Deans			45.9%	45
c) Other			7.1%	7
			If Other, (please specify)	13
			answered question	98
			skipped question	8


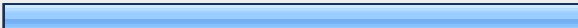

7. If a university/college-wide tenure committee is implemented, which of the following would be the best model for a new tenure committee to follow?			Response Percent	Response Count
a) Dept. ->New Tenure Committee -> COAD			38.0%	35
b) Replace COAD			31.5%	29
c) Department recommendation goes to both COAD and the New Tenure Committee simultaneously			21.7%	20
d) Dept. -> COAD -> New Tenure Committee			8.7%	8
			answered question	92
			skipped question	14

8. If a university/college-wide tenure committee is implemented, what should be the primary function of the committee?			
		Response Percent	Response Count
a) Ensure that a fair process has been followed		51.5%	50
b) Evaluate tenure candidates and issue a recommendation		34.0%	33
c) Other		14.4%	14
	If Other (please specify)		17
	<i>answered question</i>		97
	<i>skipped question</i>		9

9. If a university/college-wide tenure committee is implemented, should it have a voice in all tenure cases or just ones resulting in a negative recommendation (i.e., by the department and/or COAD)?			
		Response Percent	Response Count
a) All cases		79.8%	75
b) Just those resulting in a negative recommendation		20.2%	19
	<i>answered question</i>		94
	<i>skipped question</i>		12

10. What is your tenure status?			
		Response Percent	Response Count
Tenured		90.0%	90
Untenured		10.0%	10
	<i>answered question</i>		100
	<i>skipped question</i>		6

11. What is your length of service at JCU?			
		Response Percent	Response Count
a) 0-5 years		12.1%	12
b) 6-10 years		20.2%	20
c) 11-15 years		15.2%	15
d) Over 15 years		52.5%	52
		<i>answered question</i>	99
		<i>skipped question</i>	7

12. Which of the following best describes your current status?			
		Response Percent	Response Count
a) Full-time administrator		8.1%	8
b) Full-time faculty		88.9%	88
c) Part-time administrator		3.0%	3
		<i>answered question</i>	99
		<i>skipped question</i>	7