

Senate Motion # 11 (2002-03)

Motion Introduced by: Personnel Committee
Douglas Johnson, Chair

**Date of Introduction
for First Reading:** April 28, 2003

Date of Second Reading: May 5, 2003 (anticipated)

Title of Motion: Revisions to ACD506 and ACD507

- 1 The Personnel Committee recommends Academic Senate approval
- 2 of the revisions to ACD506 regarding promotion and tenure and ACD507 dealing with
- 3 annual evaluations of faculty.

Rationale:

These changes to ACD506 and ACD507 are the result of a lengthy process dating back to the proposals coming from the Task Force on Promotion and Tenure in the Spring, 2001, semester. The Senate already approved these changes in principle in the Spring, 2002, semester, after lengthy discussion and changes proposed by the Senate Personnel Committee. The actual wording changes to the ACD Manual were generated by the Provost's Personnel Advisory Committee, consisting of the vice provost for academic personnel, associate deans, the president and president-elect of the Academic Senate, and the chair of the Senate Personnel Committee.

The purposes of these changes were to streamline, reorganize, and codify the various university reports and procedures dealing with annual evaluations, tenure, promotion, and post-tenure review; improve university flexibility and adaptability regarding current practices; examine the concept of excellence as related to promotion and tenure cases; establish the evidentiary elements for tenure and promotion; improve the policies and procedures regarding joint appointments, work in centers, and interdisciplinary activities; and specify ways for schools and departments to adhere to university policies while still capitalizing on their own uniqueness.

New items introduced in the rewrite of ACD506 and ACD507 that were not part of the previous approval by the Academic Senate include:

1. a change in probationary reviews from two (in years 2 and 4) to one (in year 3);
2. the clarification that "Tenure review is a cumulative process conducted by the personnel committee in the academic unit, the head of the academic unit, the college personnel committee, supervising dean, campus personnel committee, campus provost, University provost, and the president of the University;"
3. removal of the statement of workload distribution from promotion and tenure, leaving it in the annual evaluation; and
4. requiring the provost of the University to notify each dean in writing whether the faculty member will be retained, retained conditionally, or given a terminal contract for the succeeding year.