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TO: CRC Academic Deans

FROM: Julie Sandell, Associate Provost for Faculty Affairs

DATE: November 3, 2011

SUBJECT: Discussion of proposed changes in Tenure policy in Schools/Colleges

As you know, the proposed changes to the Tenure policies that we discussed and agreed to move forward with at the Provost's Retreat in September were described in the President's letter to the faculty on October 5th. In addition, I gave a presentation on the proposed changes at the Faculty Assembly meeting on October 26th. The University Council Committee on Faculty Policies (UCCFP) has now been charged with considering draft language for the necessary changes to the Faculty Handbook. The UCCFP ensures that stakeholders have been consulted on policy changes, and is the body that proposes changes to faculty policies within the Handbook, for discussion and vote at the University Council. I have attached the Provost's charge to the UCCFP, as well as the draft language they have been asked to consider, for your information. Further, we plan to discuss the proposed changes with the Academic Affairs Committee of the Board of Trustees on November 30th.

In order to make sure that CRC faculty are involved in the discussion as broadly as possible, and to move expeditiously on these proposals, I am asking you to discuss the proposed changes with your faculty, chairs and academic leadership, and bring feedback from your school or college to the Council of Deans meeting on December 19th. If I can facilitate that discussion in any way, please let me know. I know that the proposal was a lively topic at one school-wide faculty meeting this week that I was fortunate to be able to attend.

In brief, the proposed changes are:

1. Moving the deadline for tenure review to the seventh year of service, instead of the current sixth year of service;
2. Elimination of the three-year extension as a possible outcome after a negative tenure decision;
3. Clarification of the circumstances in which an extension of the probationary period may be requested *prior* to tenure review.

Lastly, I wanted to share our current thinking on two issues that were raised at Faculty Assembly, since they will no doubt come up with your faculty, and we welcome additional feedback on them:

Faculty in the pipeline: If the review deadline moves to year 7 (which, if approved, would be effective July 1, 2012) and the 3-year extension is eliminated, our faculty currently scheduled for review in 2012-2013 will all be reviewed in 2012-2013 under the “old rules,” which include the possibility of a 3-year extension in the event of a negative decision on tenure. This eliminates the question of whether it is possible or strategic for a unit to delay the review process for a faculty member in this final cohort, so that he or she will fall under the “new rules.” This cohort has worked throughout the probationary period with an expectation of review in 2012-2013, and we believe they should be treated equally, and all reviewed on the original schedule. Subsequent cohorts (i.e. those with an existing tenure review year of 2013-2014 or later) will be asked to choose, in writing, whether they want to be reviewed under the process as it existed when they were hired (old rules) or the new process as adopted for faculty who are hired for the 2012-2013 academic year.

Sabbaticals: Regular Professorial faculty are currently eligible to be considered for sabbatical leave after 12 full semesters of full-time service, which would put a first sabbatical in the tenure review year (TRY), if tenure review was moved to the 7th year of service. That is awkward for several reasons. If the tenure review deadline is changed to year 7, we will reconsider the Sabbatical policy as soon as possible. Several possibilities are already being discussed. *However, addressing the Sabbatical timing should not delay discussion of the tenure review deadline.* The earliest cohort of faculty who might have this awkward conjunction of sabbatical eligibility and TRY, if we did nothing, is the cohort who would be reviewed for tenure in 2014-2015. This gives us time to consider changes to the Sabbatical policy. I welcome additional suggestions and comments on this.

Original TRY		Review will take place		Sabbatical Eligibility*
2012-2013		2012-2013		2013-2014
2013-2014		2013-2014 (if the person chooses “old rules”)		2014-2015
2013-2014		2014-2015 (if the person chooses “new rules”)		2014-2015

*Assumes 12 prior full semesters of full-time service

Cc: Jean Morrison, Provost