

## **2018-19 Tenure and Promotion Committee Report**

**Members:** James Babanikos (Chair), Kathleen Kelley (replaced by Linda Hon mid-way through the fall semester), Janice Krieger, Moon Lee, Cynthia Morton, Ron Rodgers, Bernell Tripp, John Wright (replaced by Sylvia Chan-Olmsted in the spring semester)

This was a relatively busy year for the T & P Committee, as there were four people going up for Tenure and/or Promotion, and three for Third Year Review.

The people going up were:

- Dr. Carma Byland (Public Relations), for tenure and promotion to full professor
- Dr. Huan Chen (Advertising), for tenure and promotion to associate professor
- Eric Esterline (Telecommunication), Third Year Review
- Dr. Moon Lee (Public Relations), for promotion to full professor
- Dr. Jasmine McNealy, for tenure and promotion to associate professor
- Dr. Yulia Strekalova, Third Year Review
- Dr. Frank Waddell (Journalism), Third Year Review

The committee was also asked to look into updating the College's Tenure and Promotion criteria when considering the cases of faculty who have primary responsibility in just one area – either research or teaching.

The Committee looked to see how other Colleges have dealt with this issue – we looked at the College of Pharmacy, the College of Design, Construction and Planning, the College of Dentistry, the College of Health and Human Performance, the College of Law – and many of these Colleges have very specific and detailed criteria.

However, since this College already has very specific and detailed Tenure and Promotion criteria for evaluating candidates in the traditional sense – i.e., research and teaching, we thought it best to come up with language that's consistent with these already-established standards.

We also met with Dr. Chris Hass, Associate Provost for Academic and Faculty Affairs, and we asked him about tenure issues and the single-track option in particular. These are some of the most pertinent points from that discussion:

- Single-track faculty cannot be tenured, as the candidate needs to show distinction in two areas – most usually scholarship (research and/or creative activity) and teaching.
- However, single-track faculty can be promoted, from assistant to associate professor, and from associate to full professor.
- As far as the APB (Academic Personnel Board) is concerned, a candidate can use both creative activity and traditional research for tenure and promotion. However, we should make sure that the College T&P guidelines are clear on this as well.

- The APB also looks closely at the candidate's FAR when looking at productivity. The APB views productivity differently when 50% effort is assigned to research as opposed to 20%. So, faculty should look closely at their FARs before signing them.
- Dr. Hass also emphasized that the candidate's T&P packet should clearly tell us his or her story.

Below is the language we came up with to deal with promotion issues of single-track faculty:

### **PROMOTION OF SINGLE-TRACK, NON-TENURE-ACCRUING FACULTY**

**Faculty members on this track have a majority of their effort devoted to scholarship (research and/or creative activity) or teaching.**

**The criteria for promotion are similar to the regular multi-track option (teaching and research/creative activity, with some service), with the exception that the focus now is on a single track – scholarship (research and/or creative activity) or teaching, with some service.**

**The standards used to measure the quality of the scholarship (research and/or creative activity) or teaching will be identical to those in the multi-track option, but the quantity will be commensurate with the faculty member's assignment.**