

Report

2005-06 College of Engineering Promotion and Tenure Committee

General Charge

The Promotion and Tenure Committee shall be responsible for reviewing and evaluating the criteria for and the appropriateness of all recommendations concerning faculty promotions, tenure, and new appointments in the college and for making such recommendations to the dean and the faculty as it deems necessary.

Specific Charges for AY 2005-06

1. Review the procedures used in College of Engineering promotion and tenure reviews during 2004-05. Advise the Engineering Faculty Council (EFC) as to whether the reviews of tenure-track faculty complied with College of Engineering Criteria and Procedures for Faculty Appointments, Evaluations, and Promotions and with the University's Tenure and Promotion Decision Making Guidelines. Advise the EFC as to whether College and/or University policies were implemented in ways that strike the Committee as unwise.

This was reviewed by asking the members of the 2004-2005 Dean's Advisory P&T Committee for their input and by asking the DEOs to review their departments P&T efforts and determining if they were complying. The majority of the DEOs responded to our request. They reported that their departments were complying with P&T Procedures. The Dean's Advisory Committee felt that compliance was generally good. However, there was a concern that some departments are not properly reviewing the quality of the candidates. Specifically, in several cases strengths of the candidates were clearly discussed but neither the department committee nor the DEO addressed the weaknesses of the candidates. This reduces the credibility of the review process.

2. Review the procedures used for new appointments of tenure-track faculty in the College of Engineering during 2004-05. Advise the EFC as to whether these appointments complied with the College of Engineering Criteria and Procedures for Faculty Appointments, Evaluations.

There were no appointments to review..

3. Consider whether the College of Engineering *Criteria and Procedures for Faculty Appointments, Evaluations, and Promotions* document should be revised to state that works intended as a new synthesis of knowledge or of methodologies in a field and which may serve as advanced textbooks should be evaluated as part of a candidate's scholarly activities. If appropriate, recommend a motion for consideration by the College of Engineering faculty.

The Committee recommended wording changes to the EFC which incorporated them into their proposed revisions to the P&T procedure. The EFC is drafting a motion to the faculty reflecting these changes to our guidelines and procedures.

4. Recommend specific charges for the 2006-07 P&T Committee.

The Committee recommends no specific charges.

5. Submit an interim report by January 17, 2006, and final report by April 15, 2006.

A brief interim report was submitted. This report was submitted to Professor Collins on May 8, 2006.