

Final Report

2003-04 College of Engineering Promotion and Tenure Committee

Standing Charge

The Promotion and Tenure Committee shall review procedures used in all decisions concerning faculty promotions, tenure, and new appointments in the college and make such recommendations to the Dean and the faculty as it deems necessary. The review shall monitor implementation of and compliance with written college and university policies for new appointments and promotion and tenure evaluations completed prior to the current academic year.

Specific Charges for AY 2003-04

1. Investigate merging the College P&T Committee with the Dean's P&T Advisory Group.

The committee feels this would be a reasonable thing to do as long as there are no potential conflicts of interest. It is noted that the roles are substantially different – the College committee reviews policy while the Dean's committee makes recommendations for promotion and tenure. Also, if EFC wishes an Associate Professor to be a member of the College P&T Committee, this would preclude combining these committees since the Dean's Advisory committee is comprised of Full Professors.

2. Report any departures or problems in implementing the Guidelines for Tenure and Promotion Decision-Making within the College of Engineering.

There were no problems reported this year. Profs. Parkin and Rethwisch served on both committees.

3. Last year's committee found inconsistency in the implementation of P&T procedures in various departments. Take these findings and improve current College guidelines to DEOs and department review committees so as to achieve as uniform compliance as possible.

The specifics of the inconsistency were not made clear to us. There are some differences in how each department presents their dossiers; however, there was no problem reported this year. Perhaps the problems reported by last year's committee were more a function of the quality of the cases and not the presentation of the cases.

4. Review the University Senate's report reviewing the new University Promotion and tenure process. If needed, recommend College actions that respond to the report's recommendations.

The Committee did not review this report. It was not available through the Faculty Senate's web site.

5. Recommend specific charges for the 2004-05 P&T Committee.

The Committee recommends that charges 3 and 4 be addressed next year. In addition, should EFC decide to merge the College P&T Committee with the Dean's Advisory Committee, an evaluation should be made of the merger.

6. Submit an interim report by January 17, 2004, and final report by April 15, 2004.

An interim report was not submitted. This final report was submitted to Professor Robinson on May 5, 2004.