

## Report

### 2004-05 College of Engineering Promotion and Tenure Committee

#### Standing Charge

The Promotion and Tenure (P&T) 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 2004-05

1. Review the implementation of P&T procedures in all departments. If inconsistencies are found, identify their causes and, if needed recommend changes to the current College guidelines to DEOs and department review committees so as to achieve as uniform compliance as possible.

*A detailed review was not done. All three members of this committee also served on the Dean's Advisory P&T Committee. Although there were some inconsistencies between departments, the general feeling is that compliance was fairly uniform. With the new procedural guidelines being developed (see item 3), compliance will need to be monitored next year.*

2. Review the University Senate's report reviewing the new University P&T process. If needed, recommend College actions that respond to the report's recommendations.

*Several reports were reviewed as part of the response to this charge and charge 3.*

3. Review the College P&T guidelines and procedures and identify any inconsistencies with the new University P&T guidelines and procedures. If any are found, recommend appropriate changes in the College P&T guidelines and/or implementation procedures.

*The Committee was asked to revise the College's P&T guidelines and procedures and incorporate changes in the University's guidelines and procedures. At the suggestion of Associate Provost Lee Anna Clark and the approval of the EFC, we tried to merge the college's document with the new University document. The draft document is included with this report along with a list of items remaining to be completed and a summary of what we believe are the major changes compared to our former guidelines and procedures.*

4. Recommend specific charges for the 2005-06 P&T Committee.

*The Committee recommends that implementation of the new procedural guidelines be monitored carefully should they be approved by the faculty. Last year the EFC was considering merging the EFC P&T Committee with the Dean's Advisory P&T Committee. Last year's EFC P&T Committee felt that this could be done if EFC could convince itself there would be no conflict of interest. Perhaps the EFC could revisit this issue.*

5. Submit an interim report by January 17, 2005, and final report by April 15, 2005.

*A brief interim report was submitted. This report was submitted to Professor Krajewski on May 1, 2005.*