Committee Members: Albert Ratner, Chair
Asghar Bhatti
Tae-Hong Lim

Summary of Charges:

The specific charges for the committee include reviewing the existing college P&T procedures and comparing them with the CLAS guidelines, and then to recommend revision of these as necessary. The second charge is to examine post-tenure review procedures for each of the departments in the college. The last charge is to recommend any specific tasks for the P&T committee for next year.

Report:

The committee reviewed both the College of Engineering P&T Policy and CLAS guidelines, and several factors stood out as being significant differences that should be addressed. The COE policy is a single pdf document that provides high-level rules within which the promotion and tenure process must occur. In contrast, the CLAS guidelines are laid out across multiple linked web-pages and are a process description of how P&T is implemented. The CLAS documentation also provides specific guidance to junior faculty on everything from how to label journal papers in different states of the review process to how to assemble their dossier and what specifically the DCG and other reviewing bodies will focus on. The committee found the CLAS presentation and layout of P&T policy to be easier to understand and recommends adopting the CLAS format.

In regard to the second charge, assessing post-tenure review, the committee found that in addition to there being no uniformity to the process across COE departments, there is also a wide range in what individual’s believe is the intent of the process and even how it is to be carried out. The committee believes that there needs to be a clear vision for the process (to be decided by the Dean and the EFC) and then the committee can undertake to create appropriate guidelines for that vision.

Recommendation for P&T Committee charges for the 2012-2013 academic year:

1. Work with COE web designer to create/copy the CLAS P&T web-based procedures to produce a corresponding set of COE P&T procedures on the COE website.
2. Survey the faculty in regards to how the vision for post-tenure review should be implemented.
3. Develop a set of recommendation for post-tenure review based on faculty feed-back.