

FAC Recommendations for Promotion and ^{Continuing Employment} Across Campus

1. Require the same documentation for promotion in rank as for the tenure process, keeping in mind that promotion from Assistant Professor to Associate Professor usually precedes tenure and the promotion package should be seen as a snapshot of progress toward tenure. This could be expanded to include documentation for annual evaluations and merit raises.
2. Have the tenure committee review promotion decisions, not just the Department Chair and the Dean. This will promote continuity of the tenure process, and allow faculty to get more consistent feedback.
3. Require ^{in Dean's Office} written feedback of evaluations to be placed in the faculty employment record, and a copy to be sent to the faculty member.
4. Individual Colleges and Departments should define their specific standards for teaching, research/scholarship, and service. The standards should be made publicly available.
5. Leave the decision regarding re-hiring adjuncts with the Department Chairs. This does place full power and responsibility on the shoulders of the Chair, but appears to be the only structure that allows Chairs enough flexibility to ensure proper course coverage.
6. If standards for promotion (and tenure) change, individual faculty members should be allowed to choose whether they want to be evaluated based on the old standards, or the new standards.
7. Promotion decisions should not be influenced by financial considerations (trying to avoid paying the raise that comes with promotion).
8. Denials of promotion (and probably tenure) should be communicated privately by the Chair as soon as the decision has been made, and not be kept from the faculty member until March or April.
9. For tenured faculty up for 3 year review, only require a full report if the Department Chair and/or Dean find that performance is not at least adequate. If the tenured faculty member goes for full review, the review should be performed by the tenure committee.