

CFA's Final Recommendation on Term Start Dates for Elected Promotions and Reappointment Committees

TO: Steering Committee
FROM: Committee on Faculty Affairs
RE: Review of policy on Start Dates for Elected Promotions and Reappointment Committees
DATE: April 17th, 2018

Background:

On March 7th, 2018, Steering sent CFA a charge concerning the lack of clarity concerning the term start date for elected members of department Promotion and Reappointment Committees in the 2017 Reappointment and Promotion Document. Included with this charge was a memo from the Faculty Senate Executive Board that stated “the details regarding Departmental Promotion and Reappointment Committees (PRCs), in the 2017 Reappointment and Promotion Document are ambiguous.”

Charge:

Steering asked CFA to “review the memo from the Faculty Senate Executive Board and to determine whether clarification of the beginning date for terms on department PRC’s is needed.” Steering also noted that if “CFA determines that clarification is needed, it should gather preliminary testimony electronically from academic department chairs” and also hold a forum to collect testimony.

Final Recommendation:

In conducting its review, CFA consulted the RPD, which contained the following language about the timeline for electing a PRC:

Where a department chooses to elect its members, it will develop election procedures and conduct elections. Tenured and tenure-track members are eligible to participate in these elections. Elections will be conducted no later than February 1.

CFA discussed this language and interpreted it as containing flexibility as to when an elected PRC could begin its term, assuming that the stipulation in MOA #114 - which requires a PRC be elected 30 days before materials for a reappointment candidate are due - is respected. For example, a PRC elected in a fall semester (before February 1st as noted in the policy) could begin its service either in the spring of the same academic year or fall of the next year. Given that

flexibility is suggested by the policy, CFA determined that clarification was not needed in the language. As such, CFA does not feel that testimony needs to be collected and the policy should remain as it is.