

**UNIVERSITY/DIVISION-LEVEL TENURE PROCESS**  
(Initial Draft of Document for the Faculty Forum)  
November 3, 2004

The Faculty Forum's Rank, Tenure, and Salary Committee has spent considerable time researching and discussing whether or not a change is warranted in the manner in which tenure decisions are processed at the higher levels. Specifically, the Committee has been examining division and/or university-level Promotion and Tenure Committees.

After collecting information from approximately 24 peer institutions, several key variables are evident. They are:

1. The level at which the Promotion and Tenure Committee is established - division or university.
2. The sequencing of the steps in the review process.
3. The composition of the committee(s), the selection process used to determine committee membership, and the role of the committee (evaluative or procedural).
4. The "weight" that the recommendations at each level carry.
5. The degree of "openness" of the process (what information is shared with whom).

We would like each of you to think about these issues and whether or not it would make sense to alter our current process. To facilitate your analysis of Items #1 and #2, we have listed twelve scenarios on the next two pages representing what we considered to be the current process and the eleven most reasonable alternatives.

This will be a topic of discussion at an upcoming meeting of the Faculty Forum. Subsequent to that meeting, we intend to poll the faculty to determine if (and how) we should proceed with our evaluation. Our tentative plan, if the faculty deem this to be an issue worthy of further consideration, is to reduce the number of scenarios (based on faculty input) and then survey the faculty regarding those scenarios. From that point we would move to the more traditional process, including open hearings, Faculty Forum discussion, and Faculty Forum vote.

(Untenured faculty hired prior to the implementation of any change would have their choice of being evaluated under the current or the new process.)

## POSSIBLE TENURE PROCEDURES FOR JCU

**ACRONYMS:** Committee of Academic Deans (**COAD**) – current  
University-level Tenure Committee (**ULTC**)  
Division-level Tenure Committee (**DLTC**)

### **Present Procedure (COAD only)**

- a. Departmental Committee recommendation to COAD
- b. COAD recommendation to AVP
- c. AVP recommendation to President
- d. President and Board make final decision

### **Alternative I (ULTC only)**

- a. Departmental Committee recommendation to Appropriate Dean
- b. Dean recommendation to AVP
- c. AVP recommendation to ULTC
- d. ULTC recommendation to President
- e. President and Board make final decision

### **Alternative II (ULTC only)**

- a. Departmental Committee recommendation to Appropriate Dean
- b. Dean recommendation to ULTC
- c. ULTC recommendation to AVP
- d. AVP recommendation to President
- e. President and Board make final decision

### **Alternative III (DLTC only)**

- a. Departmental Committee recommendation to appropriate DLTC
- b. DLTC recommendation to Dean
- c. Dean recommendation to AVP
- d. AVP recommendation to President
- e. President and Board make final decision

### **Alternative IV (DLTC only)**

- a. Departmental Committee recommendation to Appropriate Dean
- b. Dean recommendation to appropriate DLTC
- c. DLTC recommendation to AVP
- d. AVP recommendation to President
- e. President and Board make final decision

### **Alternative V (DLTC only)**

- a. Departmental Committee recommendation to appropriate DLTC
- b. DLTC (with appropriate Dean as a member) recommendation to AVP
- c. AVP recommendation to President
- d. President and Board make final decision

**Alternative VI (COAD & ULTC)**

- a. Departmental Committee recommendation to COAD
- b. COAD recommendation to ULTC
- c. ULTC recommendation to AVP
- d. AVP recommendation to President
- e. President and Board make final decision

**Alternative VII (COAD & ULTC)**

- a. Departmental Committee recommendation to COAD
- b. COAD recommendation to AVP
- c. AVP recommendation to ULTC
- d. ULTC recommendation to President
- e. President and Board make final decision

**Alternative VIII (COAD & ULTC)**

- a. Departmental Committee recommendation to ULTC
- b. ULTC recommendation to COAD
- c. COAD recommendation to AVP
- d. AVP recommendation to President
- e. President and Board make final decision

**Alternative IX (COAD & DLTC)**

- a. Departmental Committee recommendation to COAD
- b. COAD recommendation to DLTC
- c. DLTC recommendation to AVP
- d. AVP recommendation to President
- e. President and Board make final decision

**Alternative X (COAD & DLTC)**

- a. Departmental Committee recommendation to COAD
- b. COAD recommendation to AVP
- c. AVP recommendation to DLTC
- d. DLTC recommendation to President
- e. President and Board make final decision

**Alternative XI (COAD & DLTC)**

- a. Departmental Committee recommendation to DLTC
- b. DLTC recommendation to COAD
- c. COAD recommendation to AVP
- d. AVP recommendation to President
- e. President and Board make final decision