

OWG 24 Promotion, Tenure Policy & Faculty Development
Approved Recommendations

1. Recommends that the new promotion and tenure policy should be based on the four criteria of:

- A. Teaching
- B. Service
- C. Research, Scholarship, Creative Endeavors, or Academic Achievement
- D. Professional Development

2. Recommends that the new promotion and tenure policy clearly define the different faculty workloads/models (research faculty, instructional faculty, clinical faculty, etc.) and subsequent expectations be aligned with the different faculty workloads/models when evaluating criteria for tenure and promotion.

3. Recommends that the new promotion and tenure policy allow candidates to determine their own weights within established ranges in the four criteria areas of:

- A. Teaching
- B. Service
- C. Research, Scholarship, Creative Endeavors, or Academic Achievement
- D. Professional Development

4. Recommends that the new promotion and tenure policy include a reliable rubric to objectively evaluate the quality of all portfolios.

5. Recommends that the new promotion and tenure policy define and align the appropriate degree in the discipline or its equivalent in training, ability, and/or experience for tenure and promotion purposes.

6. Recommends required professional development, training, and tools for candidates and evaluators of promotion and tenure portfolios.

7. Recommends that the new promotion and tenure policy should include a structured appeals process that considers input from all stakeholders.

8. Recommends the establishment of a task force charged with drafting the tenure and promotion policy and procedures. The task force will ensure policy alignment with institutional mission, faculty evaluation, faculty workload models, etc.

9. Recommends continued funding and support of ASU's existing faculty and staff development resources:

- A. Center for Teaching and Learning

- B. Faculty/Staff Conference**
- C. Office of Research & Sponsored Programs**
- D. Librarian-In-Residence**

10. Recommends training for faculty evaluators of promotion and tenure portfolios.

11. Recommends a quality induction program.

12. Recommends professional development for faculty to explain logistics and administrative practices in the new ASU.

13. Recommends that the new faculty senate form a committee to develop a new faculty evaluation instrument with equal representation from each college within the New ASU. (In concert with OWG 22)

14. Recommends that promotion & tenure policy and evaluation instruments created at the college level should be reviewed by the respective college tenure and promotion committee. Any changes to promotion and tenure policy or evaluation made at the college level should be reviewed by college level committees and updated as appropriate to remain current and must be approved by a university-wide committee to ensure compliance with BOR and university policy.