



Consolidation Committee
Final Report



Committee Details

Date:	11/14/2016
Committee Name:	OWG 24 Tenure, Promotion and Faculty Development
Committee Co-Chairs:	Erica DeCuir, Mike Kiefer and Kimberly Holmes (DSC)
Functional Area:	Faculty Affairs
Functional Area Coordinator: Abiodun Ojemakinde/Tau Kadh	

Major Tasks for Committee Tracker from Final Planning Document and Recommendations

Task: Combine Promotion and Tenure Policies and Procedures

Recommendation and/or Action Taken:

1. P/T policy should be based on the four criteria of teaching; service; research, scholarship, creative endeavors, or academic achievement; and professional development.
2. P/T policy should clearly define the different faculty workloads/models (research faculty, instructional faculty, clinical faculty) and subsequent expectations be aligned with the different faculty workloads/models when evaluating criteria for tenure and promotion.
3. P/T policy should allow candidates to determine their own weights within established ranges in the four criteria areas of: teaching; service; research, scholarship, creative endeavors, or academic achievement; professional development.
4. P/T policy include a reliable rubric to objectively evaluate the quality of all portfolios.
5. P/T policy should define and align the appropriate degree in the discipline or its equivalent in training, ability, and/or experience for tenure and promotion purposes.
6. P/T policy should require professional development, training, and tools for candidates and evaluators of promotion and tenure portfolios.
7. P/T policy should include a structured appeals process that considers input from all stakeholders.
8. 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 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.



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Task: Address Faculty Development Opportunities and Requirements
Recommendation and/or Action Taken:
1. Continued funding and support of ASU's existing faculty and staff development resources
2. Training for faculty evaluators of promotion and tenure portfolios at both the college and university level.
3. A quality induction program.
4. Professional development for faculty to explain logistics and administrative practices in the new ASU.

Other/Final Comments (if any):
