

MOTION: That the Faculty recommend to the Corporation the amendment of the *Faculty Rules & Regulations* in Part 4, Section 10.I.D.5 - 6, concerning the Tenure Review and Procedures, by deleting the existing language (as struck-through below) and replacing it with the proposed new language (underlined and in bold below), effective July 1, 2011.

RATIONALE: There were a few changes proposed to the *Faculty Rules & Regulations* with regard to Tenure Review and Procedures which were not explicitly included in the principles the Faculty Executive Committee recommended and the Faculty adopted at the December 7, 2010 Faculty meeting. Those items are presented here in a separate motion to ensure that the Faculty have an opportunity to review and debate these proposed changes independent of those items which were endorsed, in principle, by the Faculty on December 7th. These changes include a proposal closely related to the change in the length of the probationary period to explicitly inform candidates, through the proposed addition of a footnote, that if they elect an earlier review and the review is negative, the end date of their appointment will be adjusted to provide for one terminal year.

The changes also propose removing the provision that candidates shall be entitled to know the departmental votes for and against in the event of a negative review, and that tenured faculty not in residence (e.g., on sabbatical) may request that candidate materials be sent to them. These two changes formalize in the *Faculty Rules* what is common practice in most departments. The final change in this motion eliminates redundant language with regard to votes in the case of a negative recommendation being communicated to TPAC – the votes in the case of either a positive or a negative recommendation are documents in the departmental committee minutes which are communicated to TPAC as provided for elsewhere in the *Faculty Rules*.

Faculty Rules and Regulations
Part 4: Faculty Resolutions, Policies, and Procedures
Section 10.I.D.5 - 6

5. Tenure Review

Any untenured member of the faculty who holds tenurable rank at Brown, and whose full-time service at Brown amounts to five years or more, must have a full tenure review before an academic unit can make a recommendation for or against promotion to tenured rank. As stated above, the written criteria for evaluating scholarship, teaching, and service shall be provided to the candidate, and to the

Dean of the Faculty and (if appropriate) the Dean of Medicine and Biological Sciences.

Before a recommendation is made for tenure, the untenured faculty member has the right to: (1) a written statement of the academic unit's criteria for recommending tenure and the procedures used in making such recommendations; and (2) an explanation of the academic unit's needs as far as these may affect his or her tenure. At the time of the recommendation, the candidate shall be notified in writing of the recommendation and, in the case of a negative recommendation, ~~of the number of votes for and against and~~ the reasons for the academic unit's decision. As outlined in the section concerning the Committee on Tenure, Promotions and Appointments, the individual also has the right to present written material in person and/or in writing to such Committee.

6. Tenure Procedures and Recommendations in Divisions, Departments, Programs and Centers:

a. Initial Academic Unit Procedure

i. No later than November 1 of the sixth year¹ of the candidate's probationary period² (assuming a probationary period of seven years), the academic unit Chair, in consultation with the candidate, shall select no less than a three person "tenure committee" to guide the evaluation procedure (the "tenure committee" shall be smaller if there are fewer than three tenured faculty within the academic unit). The Chair may or may not be a member of the "tenure committee" and the head of the committee may be a tenured person in the academic unit or the unit's Chair or Director.

{Paragraphs ii – vii intentionally omitted as no changes proposed}

viii. Documented efforts must be made to secure the maximum participation of the tenured faculty of the academic unit, as required in the evaluation and recommendation process. ~~The candidates' dossier shall be sent to those tenured faculty members in the academic unit not in residence not later than March 1 of the sixth year.~~ Copies of the candidate's dossier as well as any of the

¹ **If a candidate elects an earlier review, the end date of the appointment will be adjusted to provide for one terminal year in the event of a negative review.**

² The current Corporation policy with respect to how this time is counted (Faculty Rules, 2.1--15 March 1988, p.100, #8) (See Part 5, Section 11, I.A.8.) reads "Untenured faculty members may serve no longer than seven years of full-time faculty service or its equivalent in tenurable ranks at Brown University. After seven years of full-time faculty service or its equivalent at Brown University, such appointments must either be tenured or the appointment in tenurable rank is terminated, except that extensions of up to two years may be granted by the Dean of the Faculty (or the Dean of Medicine and Biological Sciences) for care of a newborn child or a newly adopted young child, or for other extraordinary circumstances. An interruption of a term of service for a medical leave, in accordance with University policy, no matter what its length, shall not be counted as part of the probationary period." How this statement is construed as to whether leaves, other than medical, count as "full time faculty service or its equivalent in tenurable ranks at Brown University" is a matter of department policy, so long as that policy is consistently applied. Candidates should clarify how their time is being counted with their Department Chairs.

materials or publications held by the “tenure committee” shall be sent to ~~such~~ members **not in residence up** on request. Those tenured faculty not in residence shall be requested to send written statements concerning the candidate to the Chairperson of the “tenure committee” no later than March 15 of the sixth year, but failure to receive statements from absent members shall not prevent completion of the evaluation and recommendation process.

b. Making the Recommendation

{Paragraphs i – ii intentionally omitted as no changes proposed}

iii. The following documents shall be forwarded to the Committee on Tenure, Promotions and Appointments:

a) the candidate’s dossier (as specified above);

b) the Department’s recommendation, including reasons, and ~~in the case of a negative recommendation~~ the votes, signed by the academic unit Chair/Director and the Chair of the “tenure committee”;

c) a certification by the “tenure committee” Chair that the academic unit’s and University’s standards and procedures for tenure review have been applied; or, if they have not, the reasons therefore and what different standards and procedures were used;

d) a copy of any specific supplement of the academic unit to the University’s standards and procedures for contract renewal and tenure not already on file in the Office of the Dean of the Faculty.