

## **Generic Motions Concerning, in Part, the Probationary Period and the Process of Promotion-to-Tenure**

### **Preamble**

The FEC has met multiple times to consider the report from the ad hoc Committee to Review Tenure and Faculty Development Policies and has had one joint meeting with that committee. Their report has consumed most of two faculty meetings with relatively little progress so far.

To focus on the issues relating to tenure and promotion, the FEC has chosen to present two motions seeking the “sense of the Faculty” on the key issues and not the exact word changes of the Faculty Rules and Regulations (FR&R). Our hope is that we can discuss and find consensus on the key issues. Those decisions will then guide the FEC to propose changes to the FR&R at a subsequent faculty meeting.

### **Motion 1. Timing Aspects of the Tenure Decision:**

*Motion: Faculty Rules and Regulations (FR&R) Sections 10.I.D.6, 11.I.A.6 and 11.I.A.7 be modified to effect the following with regard to the duration of the probationary period and the timing of review for promotion-to-tenure:*

- (a) **A change in the maximum duration of the first probationary contract to four years (compared to three years presently; cf. FR&R 11.I.A.7).**
- (b) **A change of the maximum probationary period to eight years (compared to seven years presently; cf. FR&R 10.I.D.6.a.i & 11.I.A.6).**
- (c) **A change in the deadlines for department selection of external referees and submission of documents for evaluation for promotion-to-tenure so as to facilitate a careful and timely review by both the Faculty Tenure, Promotion and Appointments Committee (TPAC) and the University Administration, specifically:**
  - (i) **June 1 of the year preceding the penultimate year for selection of the external referees.**
  - (ii) **November 15 of the penultimate year for submission of the completed dossier and recommendation to TPAC (compared to April 1 of the sixth year; cf. FR&R 10.I.D.6.b.ii).**

### **Notes on Motion 1:**

A. The current language of FR&R (Version 8.0; 1 July 2010) that will be affected with adoption of the motion:

*with regard to part (a):*

FR&R 11.I.A.7: “...A first tenurable appointment may have a term no longer than three years.”

*with regard to part (b):*

FR&R 10.I.D.6.a.i: “No later than November 1 of the sixth year of the candidate’s

probationary period (assuming a probationary period of seven years)...”

FR&R 11.I.A.6: “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...”

*with regard to part (c)(ii)*:

FR&R 10.I.D.6.b.ii: “The academic unit’s recommendation, together with the reasons therefore, whether positive or negative, shall be made and forwarded with the tenure dossier (described above) to the Committee on Tenure, Promotions and Appointments no later than April 1 of the sixth year.”

- B. There is no current requirement in FR&R for consultation with either the Dean of the Faculty or the Dean of Medicine & Biological Sciences (as appropriate) concerning the Department-prepared list of external referees. Consequently, adoption of part (c)(i) will require an addition to FR&R, within section 10.I.D.6.a.
- C. There exist within FR&R a number of specified dates for actions by the candidate and by the Department with regard to the promotion-to-tenure process. The dates specified in this motion relate specifically to interaction between the Department, TPAC and the University Administration, which are deemed the critical dates in the process. Adoption of part (c) will require adjustment of the other dates.

**Rationale for Motion 1**: From various disciplines, the timing of first reappointment and the timing for tenure are becoming increasingly short to demonstrate a solid record of accomplishments. For some sciences, establishing a laboratory is taking longer given the complexities of the equipment and settings to be established. Likewise the competition for external research funding, one of the main requirements for tenure, is very steep, in some cases requiring multiple submissions over a period of years. In the humanities, the competition amongst manuscripts to be accepted for publishing at the top presses in the nation is also requiring multiple drafts and approaching multiple presses before having been accepted by one. The proposed changes extend the period before the first review takes place, and it gives the option to the candidate to delay his tenure clock up to seven years from the date of employment.