

The University Senate of Michigan Technological University

Proposal 20-22

(Voting Units: Academic)

Developing a College-level Tenure and Promotion Review Process

Submitted by: Academic and Instructional Policy Committee in consultation with the Deans Council

Proposal:

In Fall Semester 2022, Michigan Tech will continue to use a hybrid system for faculty tenure and promotion review (TPR) committees in recently formed colleges. The University Senate will take up a full review of TPR policies and procedures during the 2022-2023 academic year to establish fair and consistent TPR practice for all colleges, including those with and without departments.

Background:

The tenure and promotion processes needs to be revisited in light of the formation of three new colleges during 2019-2020. During the transitional years, the university has continued operating under its historical tenure and promotion process. During this time:

1. Faculty from the College of Business and College of Forest Resources and Environmental Science and the faculty originally from the School of Technology continued to be reviewed by an "Inter-school" committee. Only a portion of faculty from the new College of Computing were reviewed by this committee.
2. Faculty who shifted from appointments in the College of Sciences and Arts into the College of Computing continued to be reviewed by their original College-level TPR committee.

It is not acceptable practice to have duplicate or overlapping processes for TPR review within a single unit. This causes problems in the allocation of responsibilities among faculty from different colleges, causes potential disparities among the review processes for faculty within a college, and otherwise provides for needless complications.

At the same time, simply forming a TPR committee within each of the new colleges also presents challenges. Where colleges do not have chartered departments with defined TPR processes, establishing a TPR committee at the college level removes a significant step in the processes that otherwise provides an intermediate step between the faculty and their dean.

Under current practice, these three colleges have TPR processes defined in this way:

1. The College of Business charter, approved January 24, 2022, provides that a college PTR committee reports to the college dean, who in turn communicates to the inter-college committee, which reports to the Provost (Sec III.D.1-3).
2. The College of Forest Resources and Environmental Management charter, approved October 27, 2020, also provides for the PTR committee to report to the college dean, who communicated with the Inter-college PTR committee, which reports to the Provost (Section 3.1.d.2).
3. The College of Computing has no charter. Of the two departments within the COC, Applied Computing does not yet have an approved charter. Computer Science is operating under the charter created when it was part of the College of Sciences and Arts, approved October 22nd, 2013. This charter defines the roles and responsibilities of the departmental TPR committee and the Department Chair in the PTR process, but does not explicitly define the articulation of these parties with the College-level TPR committee.

Proposed Actions:

During 2022-2023 Academic Year, these three colleges will continue to follow existing PTR practices. The University senate, in collaboration with the Deans' Council and the constituents of the three colleges, will review practices for TPR at peer-institutions that have schools without departments. The APIC will formulate recommendations for a consistent policy that reflects good practices for PTR, harmonizes the process among colleges, and provides appropriate protections for fair practice. Working collaboratively should allow the colleges to prepare amendments to their charters so that revised practices can be in place by the Fall of 2023.