

## Old Processes

### **Promotion & Tenure (REF: ACD506-04, -05)**

1. Previous unit and college criteria will be used for the evaluation
2. External reviewer list constructed (10 from candidate/10 from former chair/director with input from experts in the field)
3. The former chair/director recommends the top 5 reviewers from each category and the Dean reviews and approves the list.
4. Former chair/director and associate dean of faculty success invite external reviewers as per ACD guidelines, and invite letter is jointly signed by the former/chair director and associate dean of faculty success
5. Former unit's committee conducts review, votes, and composes recommendation letter
  - a) Unit committee selected according to unit's by-laws
6. Former chair/director reviews and composes recommendation letter
  - a) SHS: Nancy Scherer, SNHP/PBH: Chris Wharton; BMI: George Runger, SCHD: Bill Riley
7. Former chair/director meets with candidates to discuss strengths and weaknesses identified during the review process
8. Tenured members of CHS Personnel Committee conduct review, vote, and compose recommendation letter
  - a) The established personnel committee is formed based on new CHS by-laws:
    - i. A committee comprised of 13 members, 7 of whom are tenured CHS faculty on the committee
    - ii. The 7 tenured members will conduct probationary and tenure and promotion reviews
    - iii. All were elected through a democratic process as was the previous committee
  - b) Any committee members from the candidate's unit will need to recuse from the discussion and vote (per university provost policy where unit committees exist)
9. The Dean reviews materials and recommendation letter from the unit committee, former chair/director, and college committee, and will compose a recommendation letter
10. Dean meets with candidate to discuss strengths and weaknesses identified during the review process

## New Processes 2019-20

### **Probationary Review Process (REF: ACD 506-03)**

1. New college criteria will be used for the evaluation
2. Tenured members of CHS Personnel Committee (*see #8 above*) conduct probationary review, votes, and composes recommendation letter
3. Dean will render a decision (regular, conditional) or recommendation to Provost (terminal) and will proceed in compliance with ACD506-03

### **Promotion and Tenure Process (REF: ACD506-04, -05)**

1. New college criteria will be used for the evaluation
2. External reviewer list constructed (10 from candidate/10 from Associate Dean of Faculty Success with input from mentors and experts in the field)
3. The Associate Dean recommends the top 5 reviewers from each category and the Dean reviews and approves the list.
4. Associate Dean of Faculty Success invites external reviewers as per ACD guidelines.
5. Tenured members of CHS Personnel Committee (*see #8 above*) conduct review, vote, and compose recommendation letter
6. The Dean reviews materials and recommendation letter from tenured members of CHS Personnel Committee, and will compose a recommendation letter for the Provost.
7. Dean meets with candidate to discuss strengths and weaknesses identified during the review process