

Tenure Committee Report to the Faculty

June 19, 2008

1) Monitor Progress of P&T Process – resulted in Revision of UMR (now Missouri S&T Promotion and Tenure Procedures)

- Changed the Missouri S&T procedures Promotion and Tenure procedures to uniformly refer to Promotion and/or Tenure
- A new appeals process was designed such that the all recommendations go forward and candidates are notified by of the recommendations at each step of the process.
- The candidate will have the opportunity to add additional information and rebuttal and will be notified of each recommendation and each decision. The candidate will be able to meet with the department chair and provost to discuss their recommendations.

2) Response to Referral of “Best practices for creation of P&T committees”

- Some concern has been raised that the chair alone can create the procedures for creating departmental P&T committees
- All 20 departments’ rules and regulations have been circulated.
 - 16 Departments have clear instructions on the committee formation that do not include “discretion of the chair”
 - 2 Departments (Geological Sci and Eng) and Chem have a “personnel committee” or other non-specific membership
 - 2 Departments (ALP and Economics) have no description of membership of the P&T committee.
- The committee declined to make any specific rule regarding the composition of the committees but reinforced that departments should clarify the membership of their committees in their procedures.

- The committee also indicated that the Provost's web site should have all departmental procedures linked and that the dossier blank should be populated with these procedures.

3) Yearly report on membership in area subcommittees

- No requests for area membership change were made
- One request was made to correctly title English as English and Technical Communications.