

Promotion and Tenure Policies and Procedures Committee Report (2024-2025)

Members of the Committee:

Darrell Carpenter, Chair

Chris Bjornsen

Brooke Mathna

Andrew Yeagley

Whitney Kallenbach

Wendy Thompson

The Promotion and Tenure Policies and Procedures Committee was largely dormant in Fall 2024 while awaiting a charge from the Faculty Senate Executive Committee related to the use of Student Assessment of Instruction in promotion and tenure reviews. On January 18, 2025, the committee was asked by the Faculty Senate Executive committee to review the Faculty Policies and Procedures Manual sections III.R.II and III.S to discuss change recommendations proposed by the Ad Hoc Committee on Student Assessment of Instruction. We were also provided with a statement on the topic from the Academic Chairs Council at the same time.

The Committee met on January 30, 2025 to begin our deliberations regarding this issue. We grappled with achieving a balance that allowed some use of Student Assessment of Instruction data (per a request from the Academic Chairs Council) while striving to eliminate potential sources of bias (which was the major concern of the Ad Hoc Committee on Student Assessment of Instruction). The Committee met both via email and Zoom on a routine basis between January 30th and March 18th to develop and refine recommended policy changes for both Faculty Policies and Procedures Manual Section III.R.II and Section III.S. Our proposals were introduced at the Faculty Senate meeting on March 27th as a discussion item.

Following discussion in the Faculty Senate meeting, our committee re-convened to make slight revisions to our policy proposals based on feedback from both Faculty Senate and the Faculty Senate Executive Committee. Amended proposals were presented and adopted by the Faculty Senate on April 24th, 2025.

Of note, the Committee's changes that were adopted this year explicitly recognized the continuing work of the Ad Hoc Committee on Student Assessment of Instruction and the potential need for future policy adjustments as this committee introduces an expected replacement instrument for the current Student Assessment of Instruction survey.