

# Tenure-Track Commission

November 2017

# Organization of the Report

- Mission Statement
- Faculty Development
- Criteria for Evaluation
- Promotion Process

# Redefines “Scholarship”

- Promotes the Boyer model of scholarship, defining the TT faculty’s scholarship as their teaching, research/creative activities, and engaged service.
- Declares that all TT faculty are expected to engage in teaching, research/creative activities, and service.
- Expands and updates the nature of evidence to support claims of excellence in all areas of scholarly activity.

# Revises Criteria

- Replaces the emphasis on meeting minimum requirements with aspirational language about aiming for excellence.
- Calls for a holistic review of a candidate's achievement: did they meet expectations or not?
- Reinforces the importance of considering workload when evaluating achievement.
- Addresses problems inherent in overreliance on student course evaluations.

# Promotes Faculty Excellence

- Calls for a University-wide reconsideration of faculty mentoring.
- Proposes major changes to the peer review process to make it uniform and to emphasize its role in faculty development
- Clarifies the Stop-the-Tenure-Clock provision.
- Recommends consideration of a new rank, Distinguished Professor, to spur continued achievement by full professors.

# Improves Procedural Fairness

- Reaffirms our commitment to transparency and fairness.
- Proposes a new statement about the use of analytics in faculty reviews.
- Proposes an expedited tenure review process.
- Clarifies the appeals process.
- Offers new guidance on the selection of external reviewers to ensure quality and fairness.