

21 April 2008

PROPOSAL to Dean Russell, along with Directors Kathleen Price and Wallace McLendon, to transfer the Tenure and Promotion (T&P) Committee from the Libraries to the Libraries Faculty Assembly as the Appointment, Promotion and Tenure (AP&T) Committee.

This will be a recommendation from the Libraries Faculty Assembly. A unanimous vote of Librarians at a Tenure Issues meeting of 29 February 2008 was made to prepare the proposal, it was discussed at the 17 March 2008 Assembly meeting, and a vote of the faculty will taken at the 21 April 2008 Assembly meeting to approve this proposal provided it is acceptable to the Assembly. [NOTE: If tabled, it will be revised and brought back to the May meeting with the recommended changes. If not approved, the AP&T Committee will be removed from the By-Laws and Standing Rules.]

The expansion of the committee to include appointment responsibilities is needed to address the entire career path of faculty members as one continuous process. Both the appointment of new colleagues, as well as recommendations on who should advance through promotion and tenure, are important decisions of the faculty about themselves as a professional group of peers. The Faculty Senate report on shared governance presents a suggested model that clearly recommends this: faculty should determine the criteria, evaluation and development of their peers with regard to appointment, promotion and tenure (Shared Governance Implementation Task Force Report, Appendix D / page 30).

Should this proposal be accepted by the Dean and Directors, the following actions would take place:

- The T&P Committee (of the Libraries) would become the AP&T Committee (of the Assembly).
- Members of the T&P Committee would remain on the AP&T Committee.
- The method of selecting members for this committee will remain the same.
- University and Library requirements for promotion and tenure committees will be followed.
- The charge of the committee will remain the same.
- Recommendations of the Faculty Recruitment Committee will be considered for adoption by the committee as a beginning of its responsibility for the appointment process.
- The committee's concerns with the appointment process would be phased in as the committee is able to do so and the committee will recommend any actions needed to accomplish this.
- The committee will determine what appointment, promotion and tenure issues need to be addressed and how to address these issues, as well as the most appropriate structure for the committee if changes are needed. Recommendations on these issues and changes will be made in consultation with tenured faculty, the Assembly, Library Dean and Directors, and the Human Resources Office as appropriate.

