Faculty Senate 2016-2017
Promotion & Tenure Forum

March 31, 2016
Faculty Senate 2016-2017

Rhonda Montgomery
Past Chair of the Faculty Senate
Chair of the Promotion & Tenure Committee

Dr. Bryan Spangelo
Chair of the Faculty Senate
Past Vice Chair of the P&T Committee

Dr. Bill Robinson
Vice Chair of the Faculty Senate

Professor Nancy Rapoport
Acting Executive Vice President & Provost
Faculty Senate 2016-2017

Dr. Diane Chase
Executive Vice President & Provost
(May 2016)

Dr. Carl Reiber
Senior Vice Provost

Professor Ngai Pindell
Vice Provost for Faculty Affairs
# Faculty Senate 2016-2017

## Thanks to Past Chairs:

- Dr. Paul Werth
- Dr. John Filler
- Prof. Shannon Sumpter
- Dr. Cecilia Maldonado

## Thanks to your current P&T members:

<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>Jerry Chang</td>
<td>BUS</td>
<td>Francine Lipman</td>
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<td>Vicki Rosser</td>
<td>EDU</td>
<td>Debra Martin</td>
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<td>Shahram Latifi</td>
<td>ENGR</td>
<td>Cory Tucker</td>
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<td>Nate Bynum</td>
<td>FA</td>
<td>Lawrence Walker</td>
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<td>Arthur Meyers</td>
<td>HS</td>
<td>Hong Lu</td>
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<td>Christine Bergman</td>
<td>HOA</td>
<td>Bill Robinson</td>
<td>Vice Chair</td>
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The Concept of Tenure

What tenure is:

- Guarantee of academic freedom
- Reward for faculty excellence & an expression of confidence in continued excellence
- Increased responsibilities for mentoring & shared governance

What it is not:

- Academic hazing (fear factor)
- License to do whatever you please
- Protection for non-productive faculty
- Guarantee of financial security
- An entitlement
The Concept of Tenure

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- Academic hazing (fear factor)
- License to do whatever you please
- Protection for non-productive faculty
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- An entitlement
Tenure @ UNLV

- Begins with Hiring Process: With Excellent Hires, Everyone is Potentially ‘Tenurable’ & ‘Promotable’
- At UNLV - No Quotas/Barriers
- One of Most Important Faculty Governance Responsibilities
- Process of Increasing Quality
- Linked Decisions Tenure & Promotion
The Role of the Provost

- Fiduciary Responsibility – Is Investment Justified? “persons who have exhibited excellent abilities, sufficient to convince the University of Nevada community that their expected services and performances in the future justify the privileges afforded by tenure.” (NSHE Code Section 3.1.2)

- Ensures That Comparable Rigor Has Been Maintained throughout the Process (Shared Responsibility with the Faculty Senate Tenure & Promotion Committee)
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Policies & Procedures

- General Guidelines for Tenure and Promotion – AAUP RED BOOK

(provides a sense of T&P process as practiced at UNLV, but has NO legal status in Nevada)
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Policies & Procedures

- General Guidelines for Tenure and Promotion – AAUP RED BOOK
- Important Documents:
  - NSHE Code
  - Title 2 of the Board of Regents Handbook Chapters 3 & 5
  - http://system.nevada.edu/nshe/index.cfm/administration/board-of-regents/handbook/
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Policies & Procedures

- General Guidelines for Tenure and Promotion – AAUP RED BOOK
- Important Documents:
  - NSHE Code
  - UNLV Bylaws Chapters 1 & 3
  - UNLV Bylaws

UNIVERSITY OF NEVADA, LAS VEGAS BYLAWS
(formerly Title 5 - NSHE Governing Documents - Chapter 6)

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Policies & Procedures

- General Guidelines for Tenure and Promotion – AAUP RED BOOK

- Important Documents:
  - NSHE Code
  - UNLV Bylaws
  - College Bylaws for Tenure & Promotion
  - Department Bylaws for Tenure & Promotion
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Policies & Procedures

- General Guidelines for Tenure and Promotion – AAUP RED BOOK

- Important Documents:
  - NSHE Code
  - UNLV Bylaws
  - College Bylaws for Tenure & Promotion
  - Department Bylaws for Tenure & Promotion
  - Flexibility of Pre-Tenure Probationary Period Policy

[Links: www.unlv.edu/sites/default/files/24/EarlyTenurePolicy.pdf]
Timing of Tenure

- NSHE Code – Probationary period is no more than 7 years BUT if tenure denied a 1 year terminal contract follows. So year 6 is generally decision year.
- UNLV does not grant years toward tenure but NSHE Code allows faculty to apply for tenure any year. Faculty may request early tenure review and approval is granted by the President.
- Faculty may only apply for tenure once so the choice to apply early should be made carefully. Early tenure is RARE.
- Probationary period may be extended for pregnancy, family or medical leave, or other circumstances approved by the President.
Timing of Promotion (to FULL)

- UNLV Bylaws: An associate professor is normally expected to be in rank for five years prior to applying for promotion to full professor.

- In exceptional circumstances, an application may be considered earlier (see UNLV Bylaws Chapter 3 Sect 16).
Evaluation for Tenure

Categories:
- Teaching
- Research
- Service

Evaluation System:
- Excellent
- Commendable
- Satisfactory
- Unsatisfactory

Need:
- Excellent in Teaching and/or Research
- At Least Satisfactory in the other
- At Least Satisfactory in Service
Evaluation for **Promotion**
to Associate or Full

- Possess a Terminal Degree
- Demonstrate Effectiveness as a Teacher
- **Continuing** Satisfactory Productivity in Creative or Research Activity
### Faculty Senate 2016-2017

**Evaluation for Promotion**

**Additional Criteria**

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<th>Associate</th>
<th>Full</th>
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<td>- Demonstrated Success as a Counselor of Students</td>
<td>- Demonstrated Success as a WISE Counselor of Students</td>
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<td>- Continued Evidence of Participation in Professional or Academic Organizations</td>
<td>- Evidence of Leadership in Professional or Academic Organizations</td>
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<td>- Record of Contributions to the University Community</td>
<td>- Significant Record of Contributions to the University Community</td>
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<tr>
<td>- Other Accomplishments of Relevance</td>
<td>- Significant Accomplishments of Relevance</td>
</tr>
<tr>
<td>- Collegiality</td>
<td>- Continued Collegiality</td>
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Concept of Collegiality

- “the demonstrated ability to work productively with colleagues, staff and students” (UNLV Bylaws)

- “ability to work with the faculty and students of the member institution in the best interests of the University of Nevada and the people that it serves, and to the extent that the job performance of the academic faculty member’s administrative unit may not be otherwise affected” (NSHE Code)
What Collegiality is Not

- Congeniality
- Incompatible with Academic Freedom
- Hostile, Destructive, Abusive, Disruptive or Unproductive Behavior with Others

Non-collegial behavior generally must be repeated (and warned against) to be considered in T&P decisions
The Process

- Evaluation ongoing. Annual reviews assess progress to tenure. Mid-tenure review \( \frac{1}{2} \) through gives more guidance.
- Candidate submits T&P Package after 5\( ^{th} \) academic year including Application, Vita and supporting materials.
- Four letters from external referees required.
  - Letters solicited by the department chair or immediate supervisor
  - At least two letters from a list of suggested by candidate and at least two not suggested by the candidate
  - Letters attached to dossier by chair
- Departmental & College Bylaws outline guidelines for process, BUT not binding on subsequent administrative levels
- Faculty Input is key at each level, but administrators submit recommendations
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UNLV Process Flowchart for Promotion &/or Tenure
If Tenure or Promotion is Denied:

- After official notification from Provost – Applicant has 15 calendar days to request reasons & Administrator has 15 calendar days to respond (NSHE Code Title 2, Chapter 5, Section 5.2.3)
- May ask for reconsideration providing additional responding evidence
- Reconsideration goes through the full administrative chain
- President has Final Decision
If Reconsideration is Denied:

- UNLV Bylaws allow appeal to the Grievance Committee within 15 calendar days of notification.
- Faculty Senate Bylaws detail process – elected committee conducts hearings
- Recommendation to Provost, who makes recommendation to President
- President makes final decision
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- Teach with passion
- Engage with students
- Note everything
- Undertake service
- Research with dedication
- Embody collegiality
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Office of the Executive Vice President and Provost

Promotion & Tenure

Promotion and tenure are important milestones in a faculty member's career. Both are designed to build a faculty committed to excellence for the University while rewarding faculty for their teaching, creative, research/scholarly, and service contributions to the University and their respective field. Promotion and tenure is a rigorous process involving multiple layers of review and begins with the hiring process.

Promotion & Tenure Governing Documents

- Board of Regents Handbook, specifically:
  - Title 2, Chapter 3: "Tenure for University Faculty"

- UNLV Bylaws, specifically:
  - Chapter 1, Section 4: "Tenure"
  - Chapter 3, Section 9: "Faculty Personnel Files"
  - Chapter 3, Section 16: "Guidelines for Promotion or Appointment to Academic Rank"

Related Links

- Provost News, April 26, 2013: Promotion & Tenure
- Procedures Manual
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• Digital Measures will be used to complete the 2016-2017 Tenure and/or Promotion Application.

• Hands-on support sessions will be offered, sign-up on the Promotion and Tenure webpage
  http://www.unlv.edu/provost/promotion-tenure
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Promotion and Tenure Committee

Promotion and Tenure receives applications for promotion and/or tenure after they have moved through proper faculty and administrative channels from department or school to college to the Provost. They also work to ensure comparable rigor of criteria and procedures across units. (Two year term.)

Faculty Senate Promotion and Tenure 2013 P&T Presentation

Committee Chair
Shannon Sumpter

Unit
FA

Email
e-mail

Mail Code
5036

Name
Unit
Term

Rhonda Montgomery, Vice Chair
HOA
2014

John Zimmerman (On Leave)
BUS
2014

Saeyoung Chang (Acting)
BUS ALT
2015

Vicki Rosser
EDU
2014

Jesus Garcia
EDU ALT
2014

Angelo Yfantis
ENGR
2015

Pramen Shrestha
ENGR ALT
2015

David Weiler
FA
2015

http://facultysenate.unlv.edu/committees/tenure-promotion
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Questions or comments?
Thank you for coming and bon voyage on your trip to tenure & promotion.