FACULTY MEETING
April 24, 2015

MOTION

The Committee on Appointments, Promotion, and Tenure (CAPT) proposes the following changes (remove in **red** and insert in **blue**) to the "Procedures for Granting Tenure" (Part I, Article VIII, Section E, Number 5, i.) and "Procedures for Granting Promotion" (Part I, Article VIII, Section F, Number 2, a, xiii.)

Current language: "Procedures for Granting Tenure" (Part I, Article VIII, Section E, Number 5, i.)

i. Candidates for tenure **(successful or unsuccessful)** shall have access to all written materials in the tenure file immediately after the Dean of the Faculty/Vice President for Academic Affairs has made **his/her** recommendation known to the candidate. These materials may not be **photocopied**.

Proposed language:

i. Candidates **not recommended** for tenure shall have access to all written materials in the tenure file immediately after the Dean of the Faculty/Vice President for Academic Affairs has made **the** recommendation known to **made the recommendation known** **exception of letters of evaluation written by individual** **department colleagues, colleagues internal to the college, or colleagues external to the college, which shall remain confidential. These materials may not be reproduced digitally or otherwise.**

RATIONALE: CAPT seeks more context to help in the deliberation of tenure and promotion cases. In CAPT's experience too many letters written by colleagues are not forthcoming to help explain a candidate's file. Often, the letters overtly ignore areas that need explanation or context given the evidence in the candidate's file. The current open process does not promote (or make it easy) for evaluators to provide the necessary nuance and context for fear of retribution or out of avoiding difficult interactions in the future. The result of biased letters puts CAPT, and the candidate, at a disadvantage since CAPT must do its due diligence to unravel the incongruent evidence in the file, often without the expertise to understand the gap between the evidence and CAPT's interpretation. The needed context and nuance that CAPT seek's usually