

**University Committee on Faculty Tenure**  
**Chair, Susan M Barman, PhD, FAPS**  
**April 20, 2021**

**Responsibilities of the UCFT**

From MSU Bylaws: “The UCFT shall advise the Provost on the formal and procedural rules for the award and revocation of tenure and on policies relating to tenure and shall make recommendations to the Faculty Senate on such rules and on policies...The UCFT shall hear and act on all cases for exceptions to the rules of tenure and its decisions on the matters shall be binding on the administration and on the faculty member...The UCFT shall participate in the University’s Discipline and Dismissal of Tenured Faculty for Cause policy (Faculty Handbook) as stipulated therein.”

**2020 – 2021 Meetings to Date:**

9/02/2020, 10/07/2020, 11/04/2020, 1/13/2021, 1/27/2021, 2/17/2021, 3/03/2021, 4/07, 2021, 4/21/2021

**Major meeting agenda topics:**

- *Individual Personnel Issues (Extension of tenure clock):*

To date during this academic year, the committee has reviewed three requests for a 1-year extension for either the initial or second probationary period and one for a 2-year extension of the initial probationary period. The basis for these extensions included issues related to health, infrastructure matters, and inability to recruit international partners. One more request will be discussed at our next meeting.

- *Meeting with Provost Woodruff to discuss a document regarding tenure and promotion:*

The committee met with Provost Woodruff and provided feedback to her “University Philosophy and Guiding Policies on Faculty Tenure and Promotion” document. During the meeting on April 7, 2021, UCFT approved with some modifications a document to be distributed by the Provost to faculty in the near future.

- *Subcommittee on including DEI in annual evaluations and RPT decisions:*

A subcommittee including 2 members of UCFT and 2 members of UCFA worked on developing a plan to encourage matters related to diversity, equity, and inclusion in faculty annual evaluations and as a part of RPT decisions. During the meeting on April 7, 2021, a member of this subcommittee outlined how this could be achieved. Details of the plan were included in a revised draft of the “University Philosophy and Guiding Policies on Faculty Tenure and Promotion” document mentioned above.

- *Discussion for guidance on annual reviews and RPT committees on the impact of COVID-19:*

The committee has discussed with Suzanne Lang the impact of COVID-19 on the careers of tenure system faculty, including how research productivity, teaching and learning, and service have been affected, as well as any necessary adjustments in the RPT process and expectations.

- *Discipline & Dismissal of Tenured Faculty for Cause:*

As Chair of the UCFT, I empaneled a 3-person hearing committee to hear a case of dismissal for cause. Per University Bylaws, the committee was drawn from full professors who are current UCFT members or a member within the past 5 years. The hearing committee recommended dismissal. In March, the UCFT served as an Appeals Panel for the case; they voted that no violations were found in the hearing process to warrant a change in the outcome.