

## **Update: Fixed-term faculty promotion working group.**

*Issue:* There are inconsistent standards for the promotion of our fixed-term faculty at MSU across colleges. Additionally, the guidance from the University is scant, and much of it mirrors the process for tenure-stream faculty, who fundamentally perform different duties at the University.

*Charge:* Develop a set of best practices at the University level to guide the fixed-term faculty promotion process and to tailor the process to accurately assess the performance of our fixed-term faculty, whose roles are often divergent from their tenure-stream colleagues.

*History:* This issue was brought to the Steering Committee in the fall of AY 23-24 by Rebecca Malouin. This issue was steered to UCFA. UCFA elected to form a special committee composed of fixed-term faculty across the university to address this issue. The committee is led by UCFA chairperson Jamie Alan, along with colleagues in FASA and other vested parties.

*Committee leadership:* Jamie Alan, Jennie Schaffer, Marilyn Amey, Sonja Fritzsche, and Kate Birdsall.

*Committee composition:* John Clements, Laura Smith, Adam Roy, Sathyanara Sudhantam, Victor Rodriguez-Pereira, Daryl McFadden, Kurt Richter, Cori Fata-Hartley, Nilay Kant, Mary Smith, Amanda Vasas, Rebecca Cifadeli, Brian deVries, Sabrina Ford, Rebecca Malouin, Dustin De Felice, Jeremy Bond, Jonathan Choti, John Buchweitz, and Matthew Koehler.

*Committee work in AY 23-24:* The committee met in the fall and spring of AY 23-24. The committee established priorities for the work and broke into subgroups to address the priorities. The committee established the following priority topics: general best practices for fixed-term promotion, timeline for promotion, policy on external letters, mentoring, criteria for promotion, promotion form (revision of the form on progress and excellence), and review committee formation, review, and training. At our last meeting, the committee agreed to have the leadership work on several documents over the summer, with the expectation that these draft documents would be reviewed by the committee and other vested parties in Fall 2024.

*Summer work 2024:* The leadership team met during the summer to work on several documents. The following are ready for vetting by the committee and vested parties: A revised form on progress and excellence, a revised policy for external letters, and an outline of general best practices for fixed-term faculty promotion.