UNIVERSITY COUNCIL STANDING COMMITTEE REPORT
ANNUAL REPORT 2014

COMMITTEE NAME: University Committee on Faculty Tenure

COMMITTEE CHAIRPERSON: Laura McCabe

SUMMARY OF COMMITTEE ACTIVITIES AND ACTIONS FOR ACADEMIC YEAR 2013-2014:

1) Two suggested changes to the summary, not evaluative information, in Form D, the form used for reappointment, promotion, and tenure actions, were discussed. UCFT was supportive of the change in the effort distribution form that reduced the number of subcategories related to service. The committee voted to omit the portion of the proposed new form which would capture information about the number of external letters of recommendation solicited and reasons for not responding. (This was taken into consideration by the Office of the Provost, but ultimately the form was included in this year’s Form D)

2) The policies related to dismissal of tenure system faculty for cause were discussed. Two subcommittees met regularly to discuss 1) the policy on Dismissal of Tenured Faculty for Cause and 2) Interpretation of the Term Incompetence. The subcommittees presented their findings to the entire UCFT and there was discussion over two UCFT meetings. At the end, the committee developed a list of areas/points that need to be further developed in the re-write of the policy documents.

3) UCFT reviewed the annual memorandum on Appointment, Reappointment, Promotion and Tenure and proposed a revision to the Office of the Provost that was implemented. Specifically, the wording was changed to “…For example, anyone considered for tenure should meet or exceed the requirements of the unit for tenure and be in the top echelon of peers at a similar career stage nationally or internationally in the field or discipline…”

4) Seven individual Personnel Matters were received and extensions approved.

PROJECTED ACTIVITIES AND ITEMS:

1) UCFT will continue to work on policies related to dismissal of tenure system faculty for cause.