From: Michael O'Loughlin
To: Hatley, James
Date: 2/6/2009 4:01:30 PM
Subject: Charge to the Promotions Committee

February 6, 2009

To: Jim Hatley, Chair, Promotions Committee
From: Michael O'Loughlin, President Faculty Senate
Re: Charge regarding procedures for promotion

Dear Jim,

     As you may know, on February 3, 2009, the Faculty Senate unanimously approved a resolution supporting the combined Faculty Welfare Committee and Promotions Committee proposal on promotions procedures dated 11/8/08. On behalf of the Senate, I thank you and the Committee for the work on this proposal.

     In the course of our discussion, senators indicated serious interest in answering the questions you raised to me in your memorandum of 12/9/08 regarding the question of transparency in the promotions process and rights of rebuttal for the applicant. Indeed, the Senate expressed approval of my suggestion that I give your committee a charge to explore these questions and come forward with a policy recommendation.

     Hence, as President of the Faculty Senate, I authorize the following charge for your committee:

     "The Faculty Senate requests that The University Promotions Committee review the process and procedures of the promotions process and the relevant language in the Faculty Handbook with an eye towards ensuring that the process is fully transparent, especially for the applicant. Additionally, the Committee should explore the possibility of ensuring a "right of rebuttal" for the applicant, i.e., the right of responding to negative evaluations that may emerge in the decision making process of the promotions system.
     In the light of this analysis, the Senate requests that the Committee also propose language changes in the Handbook, if necessary, to ensure both transparency and applicant due process rights.
     Finally, the Senate requests that the Committee provide a report and its policy recommendations to the Faculty Senate no later than March 24, 2009."

     Thank you for your attention to this matter. If I can be of assistance, please let me know.

CC: Rieck, David