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Motion to Further Amend the Faculty Manual
Relative to the Petitioner's Application Document for Rank or Tenure

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MOTION:
That the following words be removed from the recommendation passed by the Faculty Assembly on April 1, 2005 concerning the "Application Document" for Promotion and Tenure:

> .. . . their plans for continuing their scholarly activities, and their goals for the future

so that Section B.1.c(2) of the *Statutes of the Faculty*, Chapter V, will read as follows:

> Petitioners are expected to provide a statement describing their continuing development in scholarship after they earned their degrees and their scholarly activities after a previous promotion or after receiving tenure. This would include a description of their activities to keep abreast of their field (e.g., attending conferences).

BACKGROUND:
On April 1, 2005 the Faculty Assembly passed a motion supporting a change in the current Faculty Manual relative to the Rank and Tenure process (specifically Chapter V, Section B.1.c). The change clarified the need for faculty to provide an application document that specifically addressed each of the criteria for promotion or tenure (as applicable to the Petitioner's request). Remaining in that approved change was a phrase indicating that the application document should not only include the Petitioner's academic activities during the previous years, but that it "should also mention his/her goals for the future." During the discussion of the motion, a point was raised relative to the need for the inclusion of this phrase. The following motion is made to solicit faculty support for the exclusion of this phrase from the description of materials to be provided by the Petitioner requesting consideration for tenure or promotion.

RATIONALE:
The requirement that the Petitioner include mention of his/her goals for the future

1. erroneously suggests that the recommendation (and final decision) relative to rank or tenure is contingent upon as assessment of the Petitioner's stated goals for the future when, in fact, there is no criteria suggesting this;
2. provides information beyond that needed by the Committee or the Administration to make their determinations, thereby potentially detracting from the essence of the petition; and
3. establishes a context in which a post-tenure and/or post-promotion review process may be instituted without due consideration to the impact that these earlier statements made by the Petitioner may have on his/her continued employment. That is, if one is granted promotion or tenure and then does not fulfill their stated goals, does that then afford administrators with the option to reconsider their decision based on unfulfilled plans?

When one considers the possible ramifications resulting from the continued inclusion of this phrase, and the fact that it provides information not needed by those deliberating on the Petitioner's request, it seems logical that it be removed.