

FY2023 Standards and Procedures on Promotion and Tenure (SPPT)

Final Report May 10, 2023

Committee Members: Araceli Masterson-Algar (American Studies, Co-chair); Nisha Fernando (Architecture, Co-chair); Brad Cokelet (Philosophy); (Mahasweta Banerjee (Social Welfare); Uma Outka (Law)

Ex-officio: Jennifer Ng (Vice-Provost Office) and Justin Blumenstiel (Department of Ecology & Evolutionary Biology, Faculty Senate Representative)

- Two co-chairs were appointed. The Committee was made aware of past work from previous SPPT committees that needed to be completed.
- The committee met once in the Fall term, and four times in the Spring semester.
- The Co-chairs of SPPT communicated regularly with Jennifer Ng from the Vice Provost office.
- The committee completed the assessments from submissions from these units and communicated the results to the relevant Administrators:
 - History – finalized from last year
 - Journalism and Media Studies
 - Anthropology
- The Committee agreed on the need to create a repository for all committee-related documents, including archives. For this purpose, a shared Teams site was created (in addition to the committee, Suzanne Scales, Executive Assistant, University Governance, has access to it). This shared work mode was effective and efficient for committee work.

SPPT Summary and Aims for 2023-24

Our basic aim this academic year was to develop plans to ensure better triangulation between the SPPT committee, the departments and the Office of the Provost. We agreed that starting in Fall 2023:

1. The Provost's office will send the SPPT checklist for Article VI to all departments. This will assure that departments can self-check their policies prior to sending them out to the SPPT committee. Departments should send the tenure and promotion procedures together with the checklist for SPPT to conduct the final review.
2. Regarding the question from the Office of the Provost on whether policies regarding promotion pathways for non-tenure track faculty (for example: teaching professors, research professors, lecturers, etc), the committee unanimously agrees that the current charge of the SPPT committee does not include reviewing policies for non-tenure track faculty promotions. The committee has been convened to focus only on "standards and procedures for *promotion and tenure*" (Tenure-track and/or tenured faculty only)

Moreover, and importantly, other promotion pathways, which as Jennifer Ng noted, are not well-defined at the university at this time, and the need for substantive discussion and policy formation in this area has been recognized. Until initial work is done to assess the needs in this area – presumably to be done through faculty governance and the Office of Faculty Affairs - **this committee would not be in a position to perform its review function of highlighting issues needing clarification for the benefit of faculty moving along those pathways. SPPT is an advisory review committee, not a policy making committee.** To assign this review role to the SPPT committee would change the charge and also assign to a group a role that would introduce major policy questions. In the future, if policies for alternative promotion pathways are developed, we also advise that any review committee for such policies be composed to include faculty members in faculty positions of the sort that are affected by the policies.

Spring 2023 was the final term for members: Brad Cokelet and Araceli Masterson-Algar. The committee sincerely thanks Brad and Araceli for their service.

The committee voted unanimously for Nisha Fernando as Chair starting Fall 2023.