

## P&T Procedures: Important Changes

Are you up for promotion or tenure? Are you a member of the P&T committee of your department, college or at the University level? Are you a department chair with colleagues under consideration? If so, or if you will be affected within the next three years, here is important news.

While P&T standards remain the same, it is important for *all faculty* to note that there have been *significant changes to the procedures* for promotion and tenure as set forth in [Article 11](#) of the new TAUP – Temple contract. These procedures affect all schools and colleges in the TAUP bargaining unit. It is very important that the procedures be adhered to, so that each candidate receives fair and equitable treatment in this essentially peer-review process.

Please take the time to read the highlights of the changes to Article 11 listed below. If you have questions, please call (1-7641) or email (taupaft@aol.com) the TAUP office, and the staff will be happy to help you.

### *Important Changes:*

- Levels of review for P&T must be followed sequentially and now include the Council of Deans.
- The make-up of the University Tenure and Promotion Advisory Committee has been changed. There will be 16 members of the committee, all from schools & colleges within the TAUP bargaining unit. Committee votes will be conducted by secret ballot.
- Students have been eliminated from membership on the college and University committees, although some input from students is still required.
- There is clearer language stating that a person may participate at ONLY one level of deliberation. Chairs may not serve on departmental or college committees, or the University Tenure and Promotion Advisory Committee.
- The Dean may now add to the lists of outside evaluators submitted by the candidate and the departmental P&T committee, but not subtract.
- The Dean may appoint faculty members from outside the department or college to serve on these committees in particular cases (should there be insufficient qualified faculty at those levels), but the Dean has to notify, in writing, the candidate and the committees before review, deliberation or action by the committee.
- Procedures now require that all letters of evaluation received shall be part of the candidate's dossier
- At each level of review, the candidate may write a letter, within 10 days of receipt of a letter of transmittal, to the individual or committee for the next stage of review, providing his/her perspective on the recommendation made by the previous level of review.
- Candidates who have received a positive judgment from each level of review shall have their dossiers go to the Council of Deans first. The Council of Deans may, but is not obligated to, send a dossier to the University Tenure and Promotion Advisory Committee for consideration.
- Only candidates who have not received positive recommendations at each level of review shall have their dossiers go directly to the University Tenure and Promotion Advisory Committee.
- Appeal provisions remain the same.
- Individual cases of tenure upon hire may be handled by an expedited procedure, which is spelled out in Article 11, Section H.