

Procedures for Promotion and Tenure Review for Academic Year 2019-2020

Agreed to pursuant to impact bargaining between the SIUC Faculty Association, IEA/NEA (hereafter, The Association) and the SIU Board of Trustees (hereafter, The Board).

The following procedures extend and amplify the procedures outlined in Article 13 of the 2017-2019 Collective Bargaining Agreement and in University Promotion and Tenure Policy (i.e., the 2016 SIUC Employees Handbook, hereafter "The Employees Handbook"). The procedures herein are in force only for the 2019-2020 promotion and tenure review cycle.

The following terms are defined as follows:

Governing Operating Paper: The Department / School or College Operating Paper that was in force on the date of a promotion/tenure candidate's hire or most recent promotion, whichever is later.

Original Unit: The Department or School in which the promotion/tenure candidate was appointed (i.e., the tenure home) on the date of hire or date of most recent promotion.

Original College: The College in which the original unit was housed as of the date of a candidate's hire or most recent promotion.

Current Unit: The Department or School in which the promotion/tenure candidate was appointed on August 16, 2019.

Current College: The college in which an academic unit is presently housed¹.

- I. **The following procedures pertain to promotion/tenure reviews conducted in the seven academic schools formed on July 1, 2019².** No changes to promotion / tenure dossier requirements are made as part of these procedures.
 1. **Promotion and Tenure Standards:** Shall be as defined in the Governing Department/School Operating Paper, Governing College Operating Paper, and the Employees Handbook/ University Policy.
 2. **Academic unit Faculty review:** Shall be conducted by a promotion/tenure committee comprised of appropriate Faculty as defined by the governing unit-level operating paper, Collective Bargaining Agreement, and University Policy / Employees Handbook, augmented, if needed, pursuant to Article 13 of the CBA.
 3. **Chair/ Director Recommendation:** A Chair/Director delegate shall be selected, by simple majority vote, by currently employed, tenured/tenure-track Faculty members, inclusive of the promotion/tenure candidate, who held appointments in the **Original Unit** during academic year 2018-2019, and appointed by the Dean of the **Original College**. The chair/director delegate shall serve in the role of chair/director for the entire promotion and

¹ For the purpose of this document, this term pertains only to academic units that were **not** part of a school that formed on July 1, 2019. Schools formed on July 1 formally report to the Provost.

² School of Applied Engineering and Technology; School of Biological Sciences; School of Computing; School of Earth Science and Sustainability; School of Health Sciences; School of Justice and Public Safety; School of Psychological and Behavioral Science.

tenure process and shall make the academic unit-level promotion/tenure recommendation to the dean.

4. **College-level Faculty review.** Shall be conducted within the **Original College** by a promotion and tenure committee (equivalent to “College-Level P&T Committee A” as described in section II.4) comprised of appropriate (as identified by the Governing College Operating Paper, Collective Bargaining Agreement, and University Policy / Employees Handbook) currently employed Faculty who were appointed in the academic units housed in the college during the 2018-2019 academic year (i.e., the Committee reflects the academic-unit configuration of the College prior to formation of the new schools on July 1, 2019). The committee shall be augmented, if needed, pursuant to Article 13 of the CBA.
5. **Dean Recommendation.** The current Dean of the Original College shall make the Dean level recommendation to the Provost.
6. **Provost Recommendation.** The formation of the new academic schools does not influence provost review and determination, which shall proceed as usual under policy and the CBA.

II. The following procedures pertain to promotion/tenure reviews conducted in academic units that were NOT part of the implementation of the seven new academic schools on July 1, 2019, but are housed in Colleges from which academic units were removed as part of implementation of the new schools³. Note that no changes to promotion / tenure dossier requirements are made as part of these procedures.

1. **Promotion and Tenure Standards:** Shall be as defined in the current Department/School Operating Paper, current College Operating Paper, and the Employees Handbook/ University Policy.
2. **Academic unit Faculty review and Chair/Director Recommendation:** Shall be conducted under existing procedures (i.e., under the current procedures as defined in the Collective Bargaining Agreement, current Department/School Operating Paper, current College Operating Paper, and the Employees Handbook/ University Policy).
3. **College-level Faculty review.** Shall be conducted within the current College by a promotion and tenure committee (**see options below**) comprised of appropriate Faculty as identified by the current College Operating Paper, the Employees Handbook / University Policy, and the Collective Bargaining Agreement, augmented, if needed, pursuant to Article 13 of the CBA.
4. **Prior to initiation of academic unit-level review of the dossier, the candidate shall elect in writing to be reviewed by one of the following two college-level committee options:**
 - a. “College-level P&T committee A”, comprised of currently employed faculty drawn from the academic units housed in the current college during the 2018-2019 academic year (i.e., reflecting the configuration of the College prior to formation of the new schools on July 1, 2019)⁴.

³ Procedures pertain to: College of Applied Sciences and Arts, College of Education, College of Engineering, College of Liberal Arts, College of Science.

⁴ Example: for a promotion/tenure candidate whose academic unit is the Department of Philosophy, College Committee A would be drawn from all departments housed in the College of Liberal Arts during the 2018-2019

- b. "College-level P&T committee B", comprised of currently employed faculty drawn from the academic units housed in the current college during the 2019-2020 academic year (i.e., reflecting the configuration of the College AFTER the formation of the new schools on July 1, 2019⁵).

NOTE: College Level Committee A and College Level Committee B may overlap in terms of their membership, but may not be identical.

3. **Dean Recommendation.** The current Dean or Interim Dean of the Original College shall make the Dean level recommendation to the Provost.
 4. **Provost Recommendation.** The formation of the new academic schools does not influence provost review and determination, which shall proceed as usual under policy and the CBA.
- III. Promotional Salary Increase. The parties agree to continue impact bargaining regarding the salary increase associated with promotion for Faculty promoted during the 2019-2020 review cycle.

academic year (i.e., the departments housed in the College prior to the creations of the new schools on July 1, 2019. See Table 1 for a summary of committee options for all relevant colleges.

⁵ Example: for a promotion/tenure candidate whose academic unit is the Department of Philosophy, College Committee B would be drawn from all departments housed in the College of Liberal Arts during the 2019-2020 academic year (i.e., College Committee B would be **exclusive** of the Departments of Criminology and Criminal Justice and Psychology, which became part of new schools on July 1, 2019). See Table 1 for a summary of committee options for all relevant colleges.

Table 1: Departments / Schools that May Contribute Members to College Level P&T Committees

College of Applied Sciences and Arts

<u>College Committee A</u>	<u>College Committee B</u>
Allied Health	Architecture
Architecture	Automotive Technology
Automotive Technology	Aviation Management & Flight
Aviation Management & Flight	Aviation Technologies
Aviation Technologies	Information Systems and Applied Technologies
Information Systems and Applied Technologies	

College of Education and Human Services

<u>College Committee A</u>	<u>College Committee B</u>
Counseling, Quantitative Methods & Special Ed.	Counseling, Quantitative Methods & Special Ed.
Curriculum & Instruction	Curriculum & Instruction
Educational Administration and Higher Education	Educational Administration and Higher Education
Kinesiology	Kinesiology
Public Health & Recreation Professions	Public Health & Recreation Professions
Rehabilitation Institute	School of Social Work
School of Social Work	Workforce Education & Development
Workforce Education & Development	

College of Engineering

<u>College Committee A</u>	<u>College Committee B</u>
Civil and Environmental Engineering	Civil and Environmental Engineering
Electrical and Computer Engineering	Electrical and Computer Engineering
Mechanical Engineering & Energy Processes	Mechanical Engineering & Energy Processes
Mining & Mineral Resources Engineering	Mining & Mineral Resources Engineering
Technology	

Table 2, Continued

College of Liberal Arts

<u>College Committee A</u>	<u>College Committee B</u>
Africana Studies	Africana Studies
Anthropology	Anthropology
Art & Design	Art & Design
Communication Studies	Communication Studies
Criminology and Criminal Justice	Economics
Economics	English
English	History
Geography and Environmental Resources	Languages, Cultures and International Trade
History	Linguistics
Languages, Cultures and International Trade	Music
Linguistics	Philosophy
Music	Political Science
Philosophy	Sociology
Political Science	Theater
Psychology	
Sociology	
Theater	

College of Science

<u>College Committee A</u>	<u>College Committee B</u>
Chemistry	Chemistry
Computer Science	Mathematics
Geology	Physics
Mathematics	
Microbiology	
Physics	
Plant Biology	
Zoology	

Agreed to by the undersigned parties on September 11, 2019.

For the Association

David M. Johnson
President, SIUC Faculty Association, IEA/NEA

For the Board

David L. DiLalla
Associate Provost for Academic Administration