

Special

guidelines on what is being requested. Another comment was made that if this is not approved we look afraid of outside review, but that if there were guidelines then it could be useful. It was also mentioned that Provost Reinisch is willing to work with us, so there is an opportunity to make it better if we vote it down now. It was also mentioned that only three other schools in the A&M System have external reviews, College Station, Corpus Christi and ??.

Senator Velez Hernandez called the vote and Senator Radosevic seconded. The motion failed with a vote count of 4 yes, 8 no and 1 abstaining.

Proposed Change #1

That at least g ggÄSx| J á a á*Dj ^š ^š Û üi"¥é-¥éV " - üÉÆH c x§z'F}~ Y Ì ÁE•ÁA•ög

requirement. The comment was also made that this could hurt the faculty member and has the potential to be manipulated. Confusion was expressed over the number of letters in this proposed change and proposed change number eleven. It was also mentioned that due to the diversity of programs in some cases it does not allow

Proposed change #8

Originally proposed wording

That if the tenure and/or promotion committee at the department level does not have enough members, the dean can consider appointing appropriate member(s) from other similar departments both inside and outside of the college. The appointing of additional member(s) will be made by the dean in consultation with department chair and the candidate. The chairs of the department and college committees should have the rank of a full professor.

Amended wording option from 2020-2021 faculty senate

That if the tenure **and** promotion committee at the department level does not have at **least three voting** members, the **chair of the tenure and promotion committee** can consider appointing appropriate members from other similar departments both inside and outside of the college. The appointing of additional members will be made by **the chair of the tenure and promotion committee** in consultation with the department chair and the candidate. The **tenure and promotion committee** chairs at the department and college levels should have at **least the rank to which the candidate is applying**.

Proposed change #9

That using a standard template letter, the dean will request external letters of review of the candidates for tenure and promotion. The external reviewers will be provided the candidate's C.V. and the criteria for tenure and promotion.

Proposed change #10

That at least three external letters should be in the portfolio. The dean's office will redact each letter so the author and institution are unknown.

Proposed change #11

Originally proposed wording

That the candidate should provide the names and contact information for four (4) possible external reviewers. The dean, in consultation with the chair, will pick two of the four and ask for letters of review. The dean should follow up with reminder letters.

Proposed change #13

Proposed change #15

That the same Advisory Committee and Hearing committee (as described above) will consider all appeals, except for individuals replaced due to a conflict of interest.

Current Faculty Handbook

Distinct Advisory and Hearing Committees are named for individual appeals

Proposed change #16

That Advisory Committee: 1 challenge allowed by each party, the appeals and the university.

Hearing Committee: 2 challenges allowed by each party, the appeals and the university.

Current Faculty Handbook

In the Advisory Committee each party is allowed two challenges

In the Hearing Committee, each side is allowed 3 challenges.

Proposed change #17

That Advisory and Hearing committees elect their Chairs (no change). That the chairs of both the Advisory Committee and Hearing Committees vote.

Current Faculty Handbook

Committee elects its Chair. Chair votes only in case of a tie.

Proposed change #18

That the committee report is sent to the president.

Current Faculty Handbook

Sent to the Provost

Proposed change #19

That Tenure and Promotion appeals are submitted as one appeal, heard by the Advisory Committee and if recommended, the Hearing Committee. (Appeals concerning promotion to Full Professor are submitted to University Appeals Committee, as done now, but renamed the Promotion Appeals Committee)

Current Faculty Handbook

Currently there are separate processes and committees for promotion appeals and tenure appeals (University Appeals Committee and Faculty Grievance Committee respectively).