

TO: Fort Wayne Senate
FROM: Faculty Affairs Committee, Office of Academic Affairs
DATE: August 15, 2011
RE: Interpretation of SD 88-25 (for information only)

The Faculty Affairs Committee has been asked the following two questions by Dr. Elaine Blakemore, Associate Dean of COAS.

Is it generally understood to be permissible for a person to submit a tenure and/or promotion case indicating more than one area of excellence, assuming that the person believes that the evidence supports excellence in more than one area? Further, if this is generally understood to be permissible, does the candidate need to meet the criteria for excellence (as judged by the various committees and administrators) in both areas to be successfully promoted?

If a committee or an administrator finds that the evidence provided for one of the areas not named by the candidate as excellent to, in fact, meet the department's criteria for excellence, is it generally considered appropriate for the committee or administrator to come to that conclusion if the candidate has not argued for that conclusion?

We unanimously felt that our current document SD 88-25 is ambiguous concerning what consists of a "demonstration of excellence" in the relevant paragraph:

"When considered for promotion, the individual should be assessed in light of the criteria specified in section D above. Favorable action shall result when the individual has demonstrated, in one area of endeavor, a level of excellence appropriate to the proposed rank. Failure to promote may arise, however, from unsatisfactory performance in the other areas." SD 88-25

At the meeting April 20, 2011 the Faculty Affairs Committee unanimously adopted the following interpretation:

It is the understanding of the committee that if an area of endeavor has been consistently valued as excellent throughout the various levels of the P&T process, and the other two are found to be at least competent a favorable action is warranted, namely, if someone picks two areas and one area is consistently measured as excellent, with the others being at least competent throughout, then a favorable action should follow.

Selecting two areas of excellence opens up the possibility of favorable votes at various levels in inconsistent areas of excellence, which may be interpreted by higher levels as excellence **not**

being demonstrated in one area of endeavor. Since this brings ambiguity to the process, such a practice is not encouraged.

An administrator or a committee may indicate in a letter that an area not claimed as excellent passes the criteria for excellence.

The issue shall be revisited next year as part of the planned review by FAC of Senate P&T documents.

As a joint recommendation to P&T candidates this coming year the Faculty Affairs Committee and the Office of Academic Affairs suggest that to avoid ambiguity a promotion-seeking faculty select one area of excellence and demonstrate excellence in that area and at least competence in the other areas.

Present: S. Beckman
P. Dragnev, Chair
M. Masters
W. McKinney, VCAA
D. Mueller

Absent: J. Garrison
A. Ushenko