# Motion to Increase the Size of Committee on Tenure and Academic Freedom (and Clarify/Clean Up Stuff) 

Mark Claypool, CTAF Chair Len Albano, CoG Chair

November 2022 faculty meeting

## Motion

The Committee on Tenure and Academic Freedom and the Committee on Governance recommend and we move that the number of members on the Committee on Tenure and Academic Freedom (CTAF) be increased from six to nine, and that the description of CTAF in the Faculty Handbook (PART ONE, Bylaw One, Subsection $V$ ) and two other related parts of the Faculty Handbook (PART ONE, Appendix A, Section D; and PART ONE, Appendix A, Section B, Subsection 2) be modified accordingly and updated, as described below.

## Color-coded Changes

## Increase CTAF members from six to nine <br> gray

Clarify selection of Chair and Secretary
Update CTAF charge for Professors of Teaching
Clarify nature of recommendations to Provost Reorganize and edit current description of CTAF add

## Tenure Review

## CTAF - 9



Joint Tenure Committee (JTC) - 8

## CTAF Tenure Review Cases per Person



## Implementation

(Bold red numbers indicate newly elected members in any year)

Starting AY 23-24 (elections Spring '23): Years remaining on CTAF terms

| Member | AY 2022-23 | AY 2023-24 | AY 2024-25 | AY 2025-26 | AY 2026-27 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Current slot | 1 | 4 | 3 | 2 | 1 |
| Current slot | 1 | 4 | 3 | 2 | 1 |
| Current slot | 2 | 1 | 4 | 3 | 2 |
| Current slot | 3 | 2 | 1 | 4 | 3 |
| Current slot | 4 | 3 | 2 | 1 | 4 |
| Current slot | 4 | 3 | 2 | 1 | 4 |
| Added slot |  | 4 | 3 | 2 | 1 |
| Added slot |  | $\mathbf{1}$ | 4 | 3 | 2 |
| Added slot |  | $\mathbf{2}$ | 1 | 4 | 3 |

## Rationale

Increase CTAF from 6 to 9

- Mostly meets projected peak demand
- Preserve continuity of culture and process
- Fits current university structure (e.g., 1 per department, elected members)

Clarify/Clean Up

- Clarify Chair and Secretary
- Clarify Recommendations to Provost
- Reorganize Handbook
- Update Professors of Teaching


## Changes

## V. The Committee on Tenure and Academic Freedom (CTAF):

Roles and Responsibilities:
(CTAF) is given the authority and responsibility for overseeing tenure recommendations to the Provost. The committee is in charge of the process by which tenure recommendations to the Provost are reached for each tenure-track probationary faculty member. In the case of Assistant Professors, each recommendation is either for or against tenure with promotion to Associate Professor or against tenure. In the case of Assistant Professors of Teaching, each recommendation is either for tenure with promotion to Associate Professor of Teaching or against tenure. In the cases of Associate Professors, Associate Professors of Teaching, Professors, and Professors of Teaching, each recommendation is for or against tenure with no consideration given to or recommendation made concerning promotion.

Thank-you for your attention!

## Questions? Comments?

Motion to Increase the Size of
Committee on Tenure and
Academic Freedom
(and Clarify/Clean Up Stuff)
Mark Claypool, CTAF Chair Len Albano, CoG Chair

## Alternatives Considered

- Increasing CTAF from 6 to 9
- (Mostly) meets peak demand
- Preserve continuity of culture and process
- Fits current school structure (e.g., 1 per department, elected members)
- Double CTAF from 6 to 12
- Meets peak demand, but may be larger than needed long term
- Large committees unwieldy and harder to keep uniformity of deliberations
- Flexi-sized CTAF - expand/contract based on projected load
- Complicated and projections can change
- School-wide CTAF - one member per department
- Ad-hoc CTAF - deputize reviewers as load demands


## Changes (1 of 8)

Modifications to PART ONE, Bylaw One, Subsection V (shown in track changes):
V. The Committee on Tenure and Academic Freedom (CTAF):

Roles and Responsibilities:
(CTAF) is given the authority and responsibility for overseeing tenure recommendations to the Administration. The committee is in charge of the process by which tenure recommendations to the Provost are reached for each tenure-track probationary faculty mMember-of the tentre-track Faculty. In the case of Assistant Professors who have also been nominated for promotion to the rank of Associate Professor, the each recommendation is either for or against-tenure with promotion Associate Professor or against tenure. In the case of Assistant Professors of Teaching, each recommendation is either for tenure with promotion to Associate Professor of Teaching or against tenure._In the cases of Associate Professors, Associate Professors of Teaching, and Professors, and Professors of Teaching, theeach recommendation is for or against tenure with no consideration given to or recommendation made concerning promotion.

## Size Chair/Sec PoTs Provost Reory

## Changes (2 of 8)

CTAF is also concerned with questions relating to academic freedom, and the committee is charged with the responsibility of reviewing problems involving the academic freedom of both tentred and non-tenuredall faculty members, whether part-time or full-time.

## Membership:

CTAF consists of six-nine fFaculty mMembers having tenure. Department Heads, the Provost, and Deans are not eligible for membership on this Committee, and-There will not be more than one committee mMember from any one Department. The term of office for this Committee is four years. No member may serve successive terms. Department Heads, Deans, and the Provost are not eligible to serve on CTAF.

## Size Chair/Sec PoTs Provost Reørg

## Changes (3 of 8)

## (NOTE: The following paragraph is brought in from Appendix A: Section D.)

The Chair of CTAF shall be the member whose term of office expires in June of the current academic year. -has served the longest among the members in their current terms. In the case of tie in length of current service, CTAF will select the Chair from among those tied. The Chair shall rule on all matters of procedure and shall be responsible for interpreting all Faculty rules regarding tenure. The Chair's rulings are subject to review by the $£$ £aculty only. The Secretary of CTAF shall be the member aside from the Chair whose term of office expires in June of either the current or thefollowing academic year. has served the longest among the members in their current terms. In the case of tie in length of current service, CTAF will select the Secretary from among those tied. All four members of CTAF must be present to conduct official business.

## Size Chair/Sec PoTs Provost Reerg

## Changes (4 of 8)

## Election Procedures:

Nominations and elections for CTAF are conducted by the Secretary of the Faculty. Membership on this Committee is limited to no more than one elected Faculty Member from any one academic discipline._The election procedure is as follows. The Secretary prepares a nominating ballot listing eligible Faculty Members by discipline-department and distributes it to all voting mAembers of the £Faculty, with instructions to nominate up to one person from each disciplinedepartment. The member of each academic discipline-department who receives the largest number of nominations in their department and is willing to serve if elected is then placed on an electing election ballot to be distributed with voting instructions-to all voting mMembers of the $\underline{f}$ Faculty. In the normal pattern, the number to be elected annually will be alternately-two, two, two, and ene-three in successive years. Vacancies to unexpired terms will be filled by the same nominating and election procedure as for full terms.

## Changes (5 of 8)

## Tenure Cases:

For the purpose of considering each tenure case, a Joint Tenure Committee is formed, consisting of five members from CTAF and the three-member Department Tenure Committee. If the candidate and one of the CTAF members are from the same department, then that CTAF member is recused from the Joint Tenure Committee automatically. The Joint Committee shall also consider whether any of its members should be recused due to direct conflict of interest. In the event of no departmental overlap or conflict of interest, the selection of the five CTAF members to sit on the Joint Tenure Committee will be governed by CTAF procedures developed to lead to an overall pattern of recusals distributed over the CTAF membership so as to ensure appropriate participation for each CTAF member. If reeusal of two CTAF members is necessary, the most recent qualified past chair of CTAF will serve for that partieular ease. The Joint Tenure Committee is chaired by the senior elected member of the five CTAF participants. Normally, each Department Tenure Committee consists of two elected department members with tenure plus the Department Head; in the cases of interdepartmental or interdisciplinary candidates the structure of the Department Tenure Committee shall be modified as explained in Appendix A, Section B2. In the event that recusal of one of the Department Tenure Committee members is necessary due to conflict of interest, the most recent qualified past Department Tenure Committee member will serve on the Joint Tenure Committee for that particular case.

## Size Chair/Sec PoTs Provost Reory

## Changes (6 of 8)

## Academic Freedom Cases:

ETAF is also charged with the respensibility of reviewing problems involving the academic freedem of both temured and non tenured faculty, whether part time or full time. At the start of a particular academic freedom case, CTAF shall consider whether any of its members should be recused due to direct conflict of interest. If a Committee member is recused, the review will proceed with the remaining members. In the event that CTAF is unsuccessful in the resolution of such problems, the subsequent procedures as well as the procedures to be followed in the granting of tenure will be those in the report of the Ad Hoc Committee on Tenure approved by the Trustees in June, 1968, and procedural umendments proposed in the Tentre Committee Report, 1968 69, and approved by the Faculty on March 17, 1969. (These reports are appended to this document as Appendix A) described in this Faculty Handbook.

## Size Chair/Sec PoTs Provost Reorg

## Changes (7 of 8)

Text to be deleted from PART ONE, Appendix A (Report of the ad hoc Tenure Committee), Section D (Procedural Amendments):

The Chair of CTAF shall be the member whose term of office expires in June of the eurrent aeademie year. The Chair shall rule on all matters of proeedure and shall be responsible for interpreting all Faeulty rules regarding temure. The Chair's rulings are subjeet to review by the Faulty only. The Seeretary shall be the member whose term of offiee expires in June of the following aeademic year. All forr members of CTAF must be present to conduet official business.

## Changes (8 of 8)

Text to be deleted from PART ONE, Appendix A (Report of the ad hoc Tenure Committee), Section B (Procedure for Granting Tenure); Subsection 2 (Joint Tenure):

CTAF shall be compesed of six Faeulty Members having tenure whe shall be eleeted by the Faculty, by seeret ballet, under the direetion of the Seeretary of Faeulty. Department Heads and Deans are net eligible for membership on this Committee, and there shall not be more than one member from any one department. No member may serve sueeessive terms.

## Rationale

Clarify criteria for Chair and Secretary
Update CTAF charge for Professors of Teaching
Clarify nature of recommendations to Provost
Reorganize and edit current description of CTAF

Increase CTAF members from six to nine

## CTAF Tenure Review Cases



