

Council Agenda Item IV.A.—Nov. 2, 1999
Version of proposal REJECTED by Senate

Council Recommendation Regarding Standards To Be Applied When Standards Have Changed Since Faculty Member's Initial Appointment or Promotion to Current Rank

Resolved that: Operations Manual Sections III-10.1a(4)(b); III-10.1(a)(4)(c); III-10.2; III-29.5f(2)(b) should be amended to conform to the following policy:

“A candidate for promotion shall be evaluated under relevant, clearly defined standards of the faculty member's department that were in effect at the time of the faculty member's initial appointment or promotion to the rank currently held or those standards currently in effect, whichever the faculty member elects. However, the initial standards may not be applied if they are older than the time specified as normal time at rank (adjusted to account for any extension, family leave or illness leave granted to the faculty member) and new standards have taken effect since the initial appointment or promotion. For assistant professors, the normal time in rank is six years and for associate professors, seven years (see Operations Manual, III-10.5). In the event that the initial standards are inapplicable, the standards to be applied will be those which are currently in effect for the department, or those which were in effect for the department at a time three years prior to the promotion decision, whichever the faculty member elects. The faculty member shall make an election under this section by the end of the academic year prior to the academic year in which the faculty member is considered for promotion.”

Council Agenda Item IV.A.—Nov. 2, 1999

Revision #1

Council Recommendation Regarding Standards To Be Applied When Standards Have Changed Since Faculty Member's Initial Appointment or Promotion to Current Rank

Resolved that: Operations Manual Sections III-10.1a(4)(b); III-10.1(a)(4)(c); III-10.2; III-29.5f(2)(b) should be amended to conform to the following policy:

“A candidate for tenure and/or promotion may elect to be evaluated under the relevant, clearly defined standards of the faculty member's ^{Academic} department ^{for unit (s)} that were in effect at the time of the faculty member's initial appointment or promotion to the rank currently held, any such standards in effect since that time, or any such standards currently in effect, whichever the faculty member elects. However, no standards may be applied if they were superceded more years ago than the time specified as normal time at rank (adjusted to account for any extension, family leave or illness leave granted to the faculty member). For assistant professors, the normal time in rank is six years and for associate professors, seven years (see Operations Manual, III-10.5). The faculty member shall make an election by the end of the academic year prior to the academic year in which the faculty member is considered for promotion.”

Date: Fri, 15 Oct 1999 14:20:16 -0500
To: jonathan-carlson@uiowa.edu
From: Robert Wiley <bob-wiley@uiowa.edu>
Subject: Promotions

Jon:

Revision #2

Here's another one for you-Promotion Statdards. Regards, bw

Council Recommendation

Promotion Standards to be Employed when Standards Have Changed

A candidate for promotion shall be evaluated under relevant, clearly defined standards of the faculty member's department that were in effect at the time of the faculty member's initial appointment or promotion to the rank currently held or those standards currently in effect, whichever the faculty member chooses. However, the initial standards may not be applied if they were superseded six or more years before the year of the promotion decision for current assistant professors, or seven or more years for current associate professors, adjusted to account for any extension, family leave or illness granted to the faculty member (See Operations Manual III-10.5). In the event that the initial standards are inapplicable, the standards to be applied will be those which are currently in effect for the department, or those which were in effect for the department at a time up to six years prior to the promotion decision, whichever the faculty member elects. If standards have changed more than once during the six-year period, the most recently superseded standards are available to be chosen. The faculty member shall make an election under this section by the end of the academic year prior to the academic year in which the faculty member is considered for promotion.

Attachment Converted: "c:\eudora\attach\Promotion standards.doc.doc"

Proposal #3:

Revision #3

Another 'Standards' proposal:

Relevant provisions of Current Operations Manual should be amended as follows:

Operations Manual III-10.1a(4)(c) & 10.2 should be amended to make them consistent with Operations Manual III-29.5f(2)(b).:

Robert Johnson A candidate for tenure shall be evaluated under the relevant clearly defined written standards of the faculty member's department or other academic unit that were in effect at the time of the faculty member's appointment, unless other standards by which the faculty member would be judged were stated in a written communication made to the faculty member by the departmental executive officer or collegiate dean at that time, in which case the standards communicated at that time shall govern. relevant, clearly defined standards of the faculty member's department that were in effect at the time of the faculty member's most recent appointment, promotion, or reappointment. Except as provided in the following sentence, formulations of standards adopted later may be taken into account only if not disadvantageous to the candidate for promotion or tenure. Standards adopted later shall be followed if the later-formulated standards were established seven years or more before the time when the faculty member is evaluated.