

Tenure Review for Incoming Administrators with Faculty Appointments: Proposed Expedited Process

Rationale for a new approach

At present, when a new administrator is hired at UVM, he or she undergoes a full tenure review *after* having been offered a position. This procedure puts the candidate in an awkward position, as s/he must decide whether to accept the job and relocate to Burlington without knowing officially whether or not tenure will be granted. What's more, full tenure review might be seen as burdensome and redundant, as the candidate will have already undergone tenure review at one or more previous institutions. The expedited review process proposed here would: a) allow the tenure decision to be made before an offer is extended (rather than after the fact); b) rely on materials submitted as part of the hiring process; and c) provide the department, unit Faculty Standards Committee, and Senate Professional Standards Committee to offer input to the Provost on the tenure suitability of the applicants.

To whom does this proposed expedited process apply?

The expedited process proposed here would apply only to administrators who (*all three must apply*):

- have already been granted tenure at an academic institution of comparable reputation
- already hold the rank of full professor at a comparable academic institution
- will hold a joint faculty appointment in an academic unit at UVM

If either of the first two are not the case, the standard tenure review process will be deployed. If the third is not the case, the tenure question is irrelevant.

What does the proposed expedited process entail?

The salient points of the proposed new process are as follows:

- Tenure review for proposed new administrators will occur after finalists have been identified but before a position is offered.
- The set of finalists (usually 3-5) will be reviewed simultaneously, in the prospective home department, by the unit's Faculty Standards Committee, and by the Senate Professional Standards Committee. Reviews at all levels will be concurrent.
- Candidates will be reviewed on the basis of documents already submitted as part of the search process, including, but not limited to, the candidate's CV, letters of support, and letter from the search committee chair. These materials will be used in lieu of a full green sheet package.
- Review will be on an expedited timeline, to be completed over the course of five business days
- The review will focus solely on the candidates' acceptability for tenure under UVM and relevant academic-unit guidelines.