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Timeline for Consolidation of Promotion and Tenure Guidelines

Submitted by: Heidi Altman

10/24/2017

Question(s):

The consolidation of Georgia Southern and Armstrong State necessarily entails reconciling the policies for promotion and tenure, which are quite disparate across the institutions at present. Is the ultimate goal of that process of reconciliation to achieve uniform requirements of teaching effectiveness, scholarly or creative accomplishment and service for faculty in the same department on multiple campuses?

Or might faculty in the same department (but working on a different campus) be assigned differentiated loads according to whether they have labored under a heavier teaching load and lighter scholarship requirements or vice versa?

Or is there another approach on the reconciliation of promotion and tenure policies being contemplated? Could we please have an estimated timeline for when reconciliation of promotion and tenure policies is expected to be complete?

In the event that this is not resolved before the consolidation is official, what will happen in the interim?

Rationale:

In the coming year, we will have faculty members going up for review at the 3rd year, associate and full stages who have very different records of publication, service and teaching depending on the institution that hired them. Tenure track junior faculty are especially jeopardized by leaving this question unresolved. In addition, this question bears on workload and staffing issues that must be addressed soon in order to prepare the course schedule for the year to come. I asked this question in the open senate during the consolidation update and was assured that these matters were being addressed, but I have heard formally and informally that the committees responsible for reviewing and resolving these matters have only met once. Given that this is a complex issue to resolve, with input necessary at multiple levels, my concern is that we are running out of semester before the consolidation deadline and that this will not be resolved by January 1.

Response:

RFI and Reply

Jim LoBue 11/11/2017

The question:

The consolidation of Georgia Southern and Armstrong State necessarily entails reconciling the policies for promotion and tenure, which are quite disparate across the institutions at present. Is the ultimate goal of that process of reconciliation to achieve uniform requirements of teaching effectiveness, scholarly or creative accomplishment and service for faculty in the same department on multiple campuses? Or might faculty in the same department (but working on a different campus) be assigned differentiated loads according to whether they have labored under a heavier teaching load and lighter scholarship requirements or vice versa? Or is there another approach on the reconciliation of promotion and tenure policies being contemplated? Could we please have an estimated timeline for when reconciliation of promotion and tenure policies is expected to be complete? In the event that this is not resolved before the consolidation is official, what will happen in the interim?

The Point by Point Reply:

The consolidation of Georgia Southern and Armstrong State necessarily entails reconciling the policies for promotion and tenure, which are quite disparate across the institutions at present. Is the ultimate goal of that process of reconciliation to achieve uniform requirements of teaching effectiveness, scholarly or creative accomplishment and service for faculty in the same department on multiple campuses?

One of the goals of the consolidation process for the Faculty Welfare OWG is to come up with policies and procedures (P&P) for tenure and promotion that satisfy the members of the OWG, four of whom are Georgia Southern Faculty and four of whom are Armstrong faculty and administrators. Currently our work has been to edit the Georgia Southern Faculty handbook dealing mainly with the procedures. We will address the policies at our next meeting on Friday, Nov 17.

Or might faculty in the same department (but working on a different campus) be assigned differentiated loads according to whether they have labored under a heavier teaching load and lighter scholarship requirements or vice versa?

The details within a given department will be governed by the college and departmental P&Ps. Our work deals only with the university level P&P statement that will appear in the new Faculty Handbook.

Or is there another approach on the reconciliation of promotion and tenure policies being contemplated?

As far as I know, we are it.

Could we please have an estimated timeline for when reconciliation of promotion and tenure policies is expected to be complete?

The best estimate I can give for our timeline is that we intend to work through the details already described in the Georgia Southern Faculty Handbook. We worked for 2 ½ hours in one face-to-face meeting last month and got through perhaps 40% of the Faculty Handbook dealing with promotion and tenure. We don't expect to complete our work by the end of the semester, but since promotion and tenure this academic year follows current guidelines in the respective universities the completion of the work by our OWG does not have a January 1 deadline. Once we have done our work, we will submit our proposals to the CIC for approval. They meet monthly as I understand it. I do not know whether there is a next step. If there is, the next logical level of authority would be the Faculty Senate for approval.

In the event that this is not resolved before the consolidation is official, what will happen in the interim?

Even though we will be officially one institution as of January 1, most personnel remain in their current positions through the 2017 – 2018 academic year (til July 1). There are numerous issues that will not be addressed until the new academic year begins in the fall.