



Promotion and Tenure Action Team

Meeting Review - June 13, 2007

Those in attendance: Brenda Seevers, Jeff Bader, Mark Andersen, Priscilla Bloomquist, Merrilyn Cummings, Diana DelCampo, Champa Gopalan, Rex Kirksey, Jim Libbin, Karim Martinez, Craig Runyan, Linda Schultz, Tracy Sterling and Wendy Hamilton.

Welcome and Introductions - Packets were handed out for every team member.

History – Tracy reviewed via a ppt presentation (in your packet) the history of the new university P & T policy. *She pointed out our College/Departmental charge in the NMSU P & T Doc (April 11, 07) pg 21, 5.90.5.2, #4.*

Review of Materials – Tracy familiarized group with key points about the university document; encouraged everyone to read it and bring back questions from their department to the next meeting. The CAHE P & T (CES & AES) policy handbooks (Jul 1996) were shared. *The new college/departmental procedures will go into effect beginning with new hires on or after Fall semester begins in 2008 (exact date yet to be determined). The old policy will be grandfathered in for those already on a tenure and/or promotion track. All new hires will go under the new policy.*

Team Charge – In discussions about the Team's Charge, team members realized how complicated/unique CAHE's tenure and/or promotion issues are compared to colleges across campus.

Summary of the Six Current College Promotion and/or Tenure Committee Groups:

- College-wide Academic P & T Committee doesn't permit anyone to go for promotion without tenure; dept. head and committee person represent individual going up for tenure or promotion; full profs are elected to serve for three yr terms, two times; dept heads are ineligible to serve; packets are not submitted unless faculty member is requesting tenure or promotion; committee doesn't communicate directly with faculty member; committee doesn't report to Deans Holley or Daugherty; they communicate their findings directly to Dean Calett.
- Academic Departmental P & T Committees are composed of senior departmental faculty; they make recommendations to the college Academic P & T committee.
- AES College-rank Promotion Committee findings are reported directly to Dr. Daugherty; this committee came into existence in 2001; current chair is Steve Gulden; document used by this committee was developed by Dr. Daugherty.
- CES College-rank Promotion Committee reports directly to Dr. Gutierrez; it is a three member committee; current chair is Edmund Gomez.
- CES Specialist P & T Committee has no departmental process; there is one CES committee for specialists that reports directly to CES Director; committee is composed of full tenured professors; everyone can submit every year for feedback;



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comments made are submitted to CES Director; split appointments are not reflected in committee composition; committee reviews packets from faculty who have at least 51% CES assignment.

- CES Agent P & T Committee is the same as the specialists' committee; members are selected from agent associations (Ag, 4-H, and Home Economics).

Below are discussion points/questions the team brought up during the meeting.

Jim Libbin stated the Dean is committed to honoring recommendations from this team.

- Team will consider whether one or more committees are needed at college level.
- Can a faculty member apply for tenure or promotion at any time with appropriate approvals (pg 9, 5.90.3.5)?
- How are academic department P & T committee chairs selected?
- Does communication between the departmental and college P & T committee go in both directions (pg 8, 50.90.3.3)?
- Should faculty be required to submit a mid-probationary (3 yr) packet to the college P & T committee?
- Should specialists' packets be reviewed by a departmental level committee and then a college P & T committee?
- If CES faculty are combined with AES faculty into departments, how will this action effect the P & T procedures being developed?
- The team wants to provide college faculty with a discussion forum to be held after nine month faculty return in fall.

Future Action Items:

Review packet materials

Develop college procedures to be used by departments to establish departmental tenure and/or promotion procedures.

Explore P & T policies across campus and across the nation

Explore commonalities between CES & AES college track promotion guidelines

Explore one college committee versus multiple committees

Discuss scholarship of discovery, teaching, engagement, and integration

Explore one P & T document versus multiple documents

Next Meeting Date/Time

Tuesday, July 10, **3-5pm, GT Rm 253** (Note - time and room change)