

Proportional Tenure-Track Lines
(4-27-2007)

V. APPOINTMENTS TO THE FACULTY (pg. 102 of the hard copy of the 2005-2006 Faculty Handbook)

B. Fully Dedicated Tenure-Track Lines in ID Programs

(we approved language for this in December, 06). We propose to add:

C. Tenure-Track Lines Shared between Departments/Programs.

It is expected that in most cases faculty who participate in interdisciplinary (ID) programs do so voluntarily and on a non-contractual basis. However, in a case of demonstrated need, a full-time tenure-track proportional appointment may be made. A proportional tenure-track appointment is a contractual faculty appointment that is shared between a department and an ID program or between two departments or between two ID programs; the proportions of the appointment must be specified in the letter of appointment. These appointments require that the faculty member holding them make a significant and sustained contribution in teaching and service to both departments/programs. Scholarship may be relevant to one or both of the departments/programs. The usual proportional division will be 60/40, although special circumstances might dictate other proportional divisions. The larger proportion may reside in a department or a program.

Under exceptional circumstances and in response to demonstrated need, a proportional tenure-track appointment may be changed to 100% in a department or a program, to a different proportional division, or to a proportional appointment with a different department or program. It is also possible to change a 100% department appointment to a proportional appointment with an ID program or another department. Any such change must be approved by the faculty member, the department(s) and program(s) involved, the Dean of the Faculty and the Vice-President for Academic Affairs.

Procedure

Upon the awarding of a proportional tenure-track line, each ID program involved shall establish a program personnel committee in the manner described above for fully Dedicated Tenure-Track lines in ID Programs (See Part One, Article V, Topic B). Before interviewing candidates, the departments/programs involved shall establish procedures for the coordination of the review process. These procedures must include one opportunity for a joint discussion of the candidate by the departments/programs involved. Each department chair and/or program personnel committee chair gathers the letters from his/her group and writes a letter to the CAPT communicating that group's decision.

Additional Proposed Changes

VIII. REAPPOINTMENT(pg. 108)

A. Reappointment of Full-Time Tenure-Track and Library Faculty in Professional Ranks

1. Second Year

- a. (add the following sentence to the end of the section)

In the case of proportional appointments (see Part One, Article V. Topic C.), each program and/or department involved shall inform the Dean of the Faculty of its decision on or before May 31st of that year.

2. Third Year

- a.

(In Dec. '06 we inserted as the third paragraph):

For tenure-track faculty appointments that are 100% in ID programs, supporting evidence sent to the Dean of Faculty must include a cover letter from the director (or ID PPC Chair if the Director is a candidate) and letters from faculty on the ID Program Personnel Committee and (where appropriate) directors of other programs or chairs of departments. The program must also demonstrate need and the candidate's professional quality according to guidelines described for departments in paragraph two above.

(We now propose the following 4th paragraph)

For proportional tenure-track faculty appointments that are shared between two departments, a department and an ID program or two ID programs, supporting evidence sent to the Dean of the Faculty must include a cover letter from both department chairs/program directors and letters from faculty on the ID Program Personnel Committee, the Department and (where appropriate) directors of other programs or chairs of departments. The departments and programs sharing the appointment must also demonstrate need and the candidate's professional quality according to guidelines described for departments in paragraph two above.

IX. TENURE (pg. 114)

E. Procedures For Granting tenure

- 3.

(In Dec. '06 we inserted the following paragraph d. and labeled succeeding paragraphs accordingly:)

d. For tenure-track faculty appointments that are 100% in ID programs, the CAPT will secure information concerning a candidate from all members of the ID Program Personnel Committee. The Program Director (or PPC Chair if the Director is the candidate) will represent the Program position with regard to tenure.

(We now propose the following paragraph e; and labeling succeeding paragraphs accordingly):

e. For proportional tenure-track faculty appointments that are shared between two departments, a department and an ID program or two ID programs, the CAPT will secure information concerning a candidate from all members of the ID Program Personnel Committee(s) and from all faculty in the Department(s) involved. The department chair will represent the department's position and the Program Director(s) (or PPC Chair if the director is the candidate) will represent the Program(s) position.

XI. PROMOTION (pg. 118)

A. Professional Ranks

I. Procedures for Promotion

(In Dec. '06 we inserted the following paragraph d. and labeled succeeding paragraphs accordingly:)

d. .In the case of a promotion candidate appointed 100% to an ID program, the ID Program Director shall perform those functions normally assumed by a department chair, and faculty on the ID PPC shall be consulted and shall write letters. All these letters shall be forwarded to the CAPT.

(We now propose the following paragraph e; and labeling succeeding paragraphs accordingly):

e. For proportional tenure-track faculty appointments that are shared between two departments, a department and an ID program or two ID programs, the CAPT will secure information concerning a candidate from all members of the ID Program Personnel Committee(s) and from all faculty in the Department(s) involved. The department chair will represent the department's position and the Program Director(s) (or PPC Chair if the director is the candidate) will represent the Program(s) position.

XV. APPOINTMENT AND REVIEW OF DEPARTMENT CHAIRS

D. Obligations Pertaining to Department Chairs

3. Personnel. (Pg. 124)

(add following paragraph at end of section)

In the case of a proportional appointment shared between two departments or between a department and a program, the department chair communicates with the other department chair or program director at least once a semester in order to coordinate the shared faculty member's teaching and service assignments and to perform all other personnel duties of a chair or program director, including periodic letters of evaluation.

XVI. Appointment, Review and Evaluation of Directors of ID Programs.**D. Obligations Pertaining to Program Directors.****3. Personnel. (pg. 125) (add the following sentence)**

In the case of a proportional appointment shared between an ID program and a department or between two ID programs, the program director communicates with the department chair or other program director at least once a semester in order to coordinate the shared faculty member's teaching and service assignments and to perform all other personnel duties of a program director or chair, including periodic letters of evaluation.