TO: The Executive Committee of the Academic Senate

FROM: Faculty Affairs Committee (FAC)

SUBJECT: Revisions of Retention, Tenure, and Promotion Policy and Procedures (RTP)

PURPOSE: For Action by the Academic Senate

ACTION REQUESTED: Approval of the attached RTP policy revisions by the Academic Senate, to be effective as soon as approved by the president

BACKGROUND INFORMATION: In winter 2012 FAC considered a charge from Senate Chair Mahoney regarding a conflict between CBA Article 10 and language in our current RTP document which states that “A request for reconsideration will be denied if a grievance has been filed on the matter of reappointment and has not been withdrawn.” CBA Article 10 reads “No reprisals shall be taken against any employee for the filing and processing of any grievances.” To solve this problem, FAC recommends that the following sentences be deleted from the RTP document.

5.3.2 A faculty member who is serving in a terminal "notice" year may request that the previous negative decision on reappointment be reconsidered. The Department Promotion and Tenure Committee shall evaluate new evidence provided by the faculty member, and shall recommend that the request be granted or denied; it shall forward the WPAF, with the new evidence, to the Department Chair. The Department Chair shall recommend that the request be granted or denied; he or she shall then forward both the recommendations to the President. If the President grants the request, reconsideration shall be accomplished on the same basis and according to the same criteria as if it were a regular consideration for reappointment. A request for reconsideration will be denied if a grievance has been filed on the matter of reappointment and has not been withdrawn.

6.4.3 A faculty member who is serving in a terminal "notice" year may request that the previous negative decision on tenure be reconsidered. The Departmental Committee on Promotion and Tenure shall evaluate new evidence provided by the faculty member, and shall recommend that the request be granted or denied; it shall forward the WPAF, with the new evidence, to the Department Chair. The Department Chair shall recommend that the request be granted or denied; the Department Chair shall then forward both of the recommendations to the President. If the President grants the request, reconsideration shall be accomplished on the same basis and according to the same criteria as if it were a regular consideration for tenure. A request for reconsideration will be denied if a grievance has been filed on the matter of tenure and has not been withdrawn.