

SUNY College of Environmental Science & Forestry

Faculty Governance

Resolution on Tenure and Promotion at ESF

Whereas:

1. An *ad hoc* Committee on Promotion and Tenure was empaneled last year to examine current practices and policies of evaluation and recommendation for promotion and tenure, specifically:
 - a) to report on the state of tenure and promotion at the ESF campus, in particular whether is it leading us to institutional excellence.
 - b) to inform us of alternative models for promotion and tenure, and our opinions on whether these might better foster a culture of academic excellence at the College.
 - c) to lead the general faculty in a broad and open discussion concerning these matters.
 - d) to make recommendations for changes in our practices of promotion and tenure if we see fit.
2. That committee reported to the ESF faculty its findings and submitted a written report outlining its activities and recommendations, available at the Faculty Governance web site (<http://www.esf.edu/facgov/ExecChDocs/ptfinal1.pdf>).
3. That among its findings were:
 - a) that policies on tenure and promotion sometimes differ significantly between departments,
 - b) that it would be desirable to have a single set of policies and procedures that could be effectively used by all units on campus
 - c) that tenure and promotion policies should take into account the diversity of academic disciplines on campus.
 - d) that many other institutions are attempting to streamline their processes of evaluation, promotion and tenure, to make them more reflective of scholarly excellence, less dependent upon the “audit culture” for measuring scholarly merit, more transparent, and less susceptible to inappropriate judgments.
 - e) that improvements in our policies on promotion and tenure would foster a culture of academic excellence that would both help our faculty develop in creative ways, and help attract and retain the brightest scholars.
4. That among its recommendations were:
 - a) that tenure and promotion should be more formally affiliated with the mentoring of faculty at every stage of their careers.
 - b) that there should be a college-wide policy on the kinds of portfolios that are generated and maintained by all faculty eligible for reappointment, tenure and promotion.
 - c) that there should be a minimal set of objective goals to be met in individuals’ progress towards promotion and tenure.
 - d) that portfolios for evaluation should reflect the missions of individuals’ administrative units.

- e) that evaluation for promotion and tenure should move as much as possible away from the “audit culture” that equates scholarly excellence with simple measures like numbers of publications, weighting of credits for authorships, numbers of students, cumulative credit hours taught, and so forth.
- f) that portfolios should, as much as possible, be “individual-centered”, built upon a candidate’s individual case for why they are worthy for promotion and tenure.
- g) that there should be a campus-level system, run by faculty, for evaluating candidates for promotion and tenure, that will either supplement or supplant the current system of departmental evaluation.

Resolved:

That Faculty Governance should take steps to establish and implement a campus-level system for promotion and tenure in accordance with the recommendations of the *ad hoc* Committee on Promotion and Tenure.