FIU’s Policies and Practices 2020

True or False?

T or F

1) Tenure-earning faculty who take parental leave are automatically granted a tenure-clock extension.

2) The Chair should provide an annual evaluation of faculty members during a “stop the clock” year but should take the parental leave into consideration in evaluating productivity.

3) Productivity of two or more candidates within a department should be evaluated based on each faculty member’s assignment (i.e., the proportion of teaching, research and service required for each).

4) Normally, an employee should only be considered for tenure once.

5) The Chairperson should evaluate associate professors each year concerning their progress towards promotion to full professor.

6) An associate professor must get permission to apply for promotion to full.

7) Evidence of leadership is an important issue to consider especially in cases of promotion from associate to full professor.

8) An associate professor who has assumed very significant administrative responsibilities may be able to pursue promotion based on exceptional service/leadership.
Considerations for T&P Committees

• Aim to evaluate the whole person as well as the context of their career as objectively as possible.
• Consider the role unconscious bias might play in evaluations of T&P candidates
• Consider the effect of cumulative disadvantage on women and minority candidates
  • Letters of evaluation
  • Parental or Medical leave/stops on tenure clock
  • Grant funding opportunities
  • Service demands
  • Leadership roles

REMEDIES

• Be aware of evaluation bias. Make sure your committee works to actively counteract it.
• Discuss and define evaluation criteria in advance. Evaluate based on assignment. Consider attached evaluation tool.
• Evaluate performance based on departmental criteria for T&P. If no criteria, immediate past precedent would apply, i.e., criteria used for most recently tenured/promoted candidates.
• Evaluate based the faculty member’s annual assignment (i.e., the proportion of teaching, research and service required for each).
• Consider the environment in which achievements were made. (e.g. solo woman or race status; service and other demands and opportunities)
• Time off the tenure clock for parental or medical leave should NOT be factored into an evaluation of productivity.