**College of Engineering and Computing**

**Faculty Council**

**Sub-Committee on Tenure and Promotion Meeting**

**April 7, 2015 @ 1pm**

**Participants:** Dr. Peter Clarke (chair), Dr. Arvind Agarwal, Dr. Chenzhong Li.

Three areas were discussed during the meeting:

1. Participation on the T&P committee in each CEC unit.
2. Who should be able to review the T&P applications in each CEC unit?
3. The policies and procedures for each CE unit.

The members of the committee unanimously agreed that it is very important that each CEC unit create their own policies and procedures for T&P using the guidelines created by the CEC Faculty Council. A current draft outline is being prepared by the committee.

It is also very important that each CEC unit’s T&P policies and procedures address the following “College/Unit Guidelines” as stated on page 2 of the FIU Tenure and Promotion Manual—June 2014.

“*Every college/unit must have tenure and promotion guidelines that clearly and unambiguously articulate the standards and expectations for tenure and promotion. For example, if a standard in research establishes the expectation that faculty generate funded research, then this standard must be articulated formally and be fully explained in the unit guidelines.*”

Some members of the committee stated that it may be difficult to “unambiguously articulate the standards and expectations for tenure and promotion”, however it was agreed that each unit should try their best to develop such standards.

The committee agreed that there needs to be a review of each CEC unit policies and procedures to ensure that they do not violate the university policies and procedures.

There was some concern that different CEC units may have different standards for tenure and promotion that may not be consistent across all units.

All the committee agreed that although it would be a good idea to have consistency across all units with respect to: (1) participation on the T&P committee in each unit, and (2) who should be able to review the T&P applications in each CEC unit; it should be left to the CEC unit to decide how these issues should be handle in their unit. The reasons being:

1. The FIU’s Tenure and Promotion Manual—June 2014 and the UFF collective bargaining agreement gives the faculty in the individual units the discretion to make these decisions;
2. There are no legal issues related to privacy since any faculty member who can sit on the T&P committee can view the files; and
3. Each CEC unit has its own tradition (culture) on how the T&P process is handled and there is no need to restrict the collegial governance of the faculty in order to have a standard across all CEC units.

The committee agreed that more importantly than having a standard with respect to who may serve on the T&P committee and who may review the files, is having each CEC unit develop their respective T&P policies and procedures as soon as possible after the Faculty Council makes the request. It was agreed that the Dean of CEC can play a vital role in encouraging the respective CEC units, through their chairs/directors, to develop the T&P policies and procedures for their units.