

UNIVERSITY SENATE
ANNUAL COMMITTEE REPORT 2020-21

Committee Name: Promotion

Number of meetings held this year: 1

Committee Chair: Julie Haynes

Committee Members:

Nasrine Bendjilali, Xiufang Chen, Beth Christensen, Jess Everett, Paul Grossman (AFT), Ted Schoen, Cindy Vitto

Purpose of/Charge to Committee:

Reviews processes/procedures for promotion and offers suggestions or recommendations to the union and administration; supervises the election of college promotion committees; conducts workshops with the Faculty Center to guide applicants in preparing promotion documents; develops procedures for receipt and processing of promotion materials from candidates and college promotion committees; reviews applicant portfolios in light of the procedures established by the institution and the department and approved by the dean, certifies to provost that the procedures have or have not been correctly carried out by both the department and college committees; communicates with all stakeholders regarding the promotion process as necessary.

Summary of Activities this Year: The committee chair reached out to administration and the union during the summer of 2020 to discuss the AY 19-20 committee report and suggestions. The committee met as a whole in October 2020 to discuss the previous year's report and potential global changes to promotion processes at Rowan. Two workshops were held in conjunction with the Faculty Center. Extensive discussions were had with Promotion chair and AFT regarding the creation of a promotion MOA for Lecturers. Additional discussions were held between Senate and AFT leadership and administration regarding changes to promotion processes generally. Two candidates applied for Full professor; no committee involvement was needed for these candidates. Numerous Lecturers applied for promotion but most of those applied for early promotion, bypassing the Senate committee process. Promotion chair fielded numerous inquiries from candidates, deans, and department/college promotion committee chairs.

SUGGESTIONS & RECOMMENDATIONS

Suggestions:

- 1. Administration should share the list of those declaring intent to apply for promotion with the promotion committee in a timely fashion. Streamlined processes for intent to apply (via Google forms) should assist in this regard.**
- 2. Intent to apply deadlines might be moved to earlier (Summer) for tenure-track faculty who need external reviewers. This change in process gives committees and deans' offices more time to secure reviewers and give reviewers more time to review materials.**
- 3. The Promotion MOAs (Lecturer and Tenure-track) should be periodically reviewed by a committee to proof for any contradictory or outdated content.**

4. The Promotion MOAs overall should be streamlined, along with the T&R MOA, for more efficiency and to minimize the bulk of applications.
5. The Lecturer MOA should be revisited to address areas that may not have worked this cycle, or areas that could use clarification.
6. The AFT should consider a Senate-level review of split or negative vote decisions for Lecturer promotion candidates to mirror the process for tenure-track faculty.
7. The Professional Staff promotion committee may consider collaborating, if necessary, with the Senate Promotion committee on areas such as workshops.
8. External reviewer processes should be clarified and parameters included in the MOA(s).
9. Several workshops with the Faculty Center should be offered during the academic year (instead of just one) to assist with applications/processes.
10. College committee election processes should be reviewed, as some colleges conduct their own elections and others use the Senate. Consistency in this process is probably warranted.

Recommendations:

1. As noted above, Promotion Memorandum of Agreements should be reviewed by the Senate, AFT Leadership, and administration to reexamine the current processes and/or language, which at times can be opaque, cumbersome, and/or contradictory.
2. Senate and AFT leadership may consider collapsing the Senate level Promotion committee with the Senate Tenure and Recontracting committee, if the latter moves to a reviewing body vs. evaluative body.
3. If such a consolidation occurs, a Promotion chair should remain in place, functioning as a liaison between AFT, administration, and applicants, and should review MOAS and hold workshops.