

Proposed Revisions for Chapter Three Handbook Spring 2024

(highlighted portions indicate new language)

1. Inserting language about a temporary pause on the tenure track probationary period due to parental leave:

Current language (3.3.1 and 3.3.4):

Extension of Probationary Period

For good cause that is either related to procedural error or results from a significant disruption of University operations that has impeded the faculty member's opportunity to conduct required research or other scholarly activity, teaching, and/or service, UTC and a tenure-track faculty member may agree in writing to extend a six-year probationary period for a maximum of two additional years (not including any extension granted due to the coronavirus crisis as authorized by the UT Board of Trustees' March 27, 2020 action). The proposed extension must be approved in advance by the Provost, the Chancellor, and the UT System Vice President for Academic Affairs.^[1]

^[1] See Section III.E.2. of [UT Policy BT0006](#).

Suspension of Probationary Period

The Provost shall decide whether the probationary period will be suspended when the following circumstances occur:

1. the faculty member accepts a part-time faculty position;
2. the faculty member accepts an administrative position; or
3. the faculty member is granted a leave of absence or modified duties assignment.

The Provost shall give the faculty member written notice of the decision concerning suspension of the probationary period.

Proposed language to add to this section:

A tenure-track faculty member who takes parental leave may agree in writing to suspend their probationary period for the year in which they take leave. Faculty members who wish to suspend their probationary period should notify their Department Head as soon as possible. The Department Head will convey that information to the RTP Committee, the Dean and the Provost. The Provost will confirm the suspension of the probationary period in writing.

2. Modifying language regarding abstentions and recusals in department voting on reappointment and evaluation:

Current language (3.10.7):

2. RTP Committee's Recommendation: After receiving and reviewing dossiers from each faculty member under consideration for tenure, the departmental RTP Committee (consisting of tenured faculty in the department) holds a preliminary review at which it has an opportunity to request clarifying information from each candidate prior to final consideration and forwarding of recommendations to the department head. The departmental RTP Committee's recommendation is decided upon by majority vote (yes or no) of those committee members present and voting. Votes will be cast anonymously. Abstentions are permitted. A quorum, as specified by departmental bylaws, is required for actions to take place, and the departmental bylaws will specify the minimum number of votes necessary to constitute a positive recommendation. The vote of the departmental RTP Committee is advisory to the department head.

The departmental RTP Committee will forward a written recommendation to the department head, together with records of committee membership, attendance at final discussions, and voting results.

Proposed new language:

Procedure for Consideration and Grant of Tenure

RTP Committee's Recommendation: After receiving and reviewing dossiers from each faculty member under consideration for tenure, the departmental RTP Committee (consisting of tenured faculty in the department) holds a preliminary review at which it has an opportunity to request clarifying information from each candidate prior to final consideration and forwarding of recommendations to the department head. The departmental RTP Committee's recommendation is decided upon by majority vote (yes or no) of those committee members present and voting. Votes will be cast anonymously. ~~Abstentions are permitted.~~ **No member of the departmental RTP Committee may abstain from voting. A member of the departmental RTP Committee is recused from voting on a candidate only if they are serving on the college-wide Tenure and Promotion Review Committee as outlined in Section 3.5.1.3.** A quorum, as specified by departmental bylaws, is required for actions to take place, and the departmental bylaws will specify the minimum number of votes necessary to constitute a positive recommendation. The vote of the departmental RTP Committee is advisory to the department head.

The departmental RTP Committee will forward a written recommendation to the department head, together with records of committee membership, attendance at final discussions, and voting results.

Current language (3.11.2):

Procedure for Promotion Review

1. RTP Committee's Recommendation: After receiving and reviewing dossiers from each faculty member applying for promotion, the departmental RTP Committee (consisting of faculty already at or higher rank than the rank the candidate seeks) holds a preliminary review at which it has an opportunity to request clarifying information from each candidate prior to final consideration and forwarding of recommendations to the department head. The departmental RTP Committee's recommendation is decided upon by majority vote (yes or no) of those committee members present and voting. Abstentions are permitted. A quorum, as specified by departmental bylaws, is required for actions to take place.

The departmental RTP Committee will forward a written recommendation to the department head, together with records of committee membership, attendance at final discussions, and voting results.

Proposed new language:

2. RTP Committee's Recommendation: After receiving and reviewing dossiers from each faculty member applying for promotion, the departmental RTP Committee (consisting of faculty already at or higher rank than the rank the candidate seeks) holds a preliminary review at which it has an opportunity to request clarifying information from each candidate prior to final consideration and forwarding of recommendations to the department head. The departmental RTP Committee's recommendation is decided upon by majority vote (yes or no) of those committee members present and voting. ~~Abstentions are permitted.~~ **No member of the departmental RTP Committee may abstain from voting. A member of the departmental RTP Committee is recused from voting on a candidate only if they are serving on the college-wide Tenure and Promotion Review Committee as outlined in Section 3.5.1.3.** A quorum, as specified by departmental bylaws, is required for actions to take place.

The departmental RTP Committee will forward a written recommendation to the department head, together with records of committee membership, attendance at final discussions, and voting results.