October 24th, 2022
Business Meeting Minutes

Via Teams
In attendance: President Maxwell, Secretary Killman, Past-President Luna, President-Elect Allen,
Senators Comer, Loftis, Manginelli, Reames, SSmith, Null, Isbell, Turner, Hasan, Smith-Andrews, Brachey,
Fornehed, Park, Upole, Meadows, Spears, Weathers, Lee, Mullen, Hajdik, Langford, Burch, TSmith, Alley,
Mills, Craven, Witcher, Winkle, Adams, Rajabali, Hutson, Canfield, Sisk, O’Conner, Pickering, Shipley,
Howard, Crockett, Hermann-Turner, Rand, Ojo, Allcott, Fennewald, Liu

Guests: Senior Associate Provost Mark Stephens

Absent: Senators Duncan, Swartling, Frye, Ding

Call to Order:
President Maxwell called the meeting to order at 3:35pm. Motion to approve the agenda as presented
by Senator Smith-Andrews second Senator Mills. Agenda vote passed unanimously. First order of
business, Senior Associate Provost to discuss promotion policy 206.

Topic: Policy 206
Comments: Dr. Stephens
Thank Senator Luna for assisting in putting the committee together. Recognize members who have
worked since first of march - Senators Null, Meadows and Fornehed and Tom Timmerman and Doug
Talbert. Revision of policy 206 began in March, 2022. Had 3 goals: 1. Bring Policy 206 and procedures
and forms into alignment with recently revised policy 205 – Faculty tenure. 2. Incorporate tenured
instructors and lecturers into policy 206. 3. Simplify and clarify existing policy. A lot of changes are
editorial but a few are more noteworthy changes: provide a clearer definition of peers. define the role
of faculty (3b page 2 of clean copy). Note the ranks and statement included related to who is a peer.
Wanted to address prior service credit, which must be negotiated at time of hire and is included in the
contract. Prior service credit toward tenure is also considered for promotion unless clearly stated
otherwise. Promotion criteria – pivotal role that faculty peers have in the evaluation process. All full-time faculty members are expected to engage in all the areas of responsibility but not at the same level
or degree. Peers have primary responsibility for evaluating the quality of faculty performance relative to
appointment to or promotion in academic rank. Last major change is deleting the old appeal to faculty
affairs and made the appeal process the same as the tenure policy.

Question:

Answer:
That’s partly why I’m here today. In all likelihood if we were to go with different one, it might bring us
back to the tenure policy later. The 2 should align very closely.

address new hires. Administrators are hired with tenure and rank of professor and dossier is reviewed
by the department that will tenure them. There needs to be some language in some policy related to
these type hires/appointments.
Tenure and have different criteria for tenure and promotion. Tenure vs associate professor. In dept
chairs meeting it was made clear that Provost believes in promotion to associate and tenure to be the
same criteria. Promotion involves different ranks at different levels. Promoting early can cause an issue
related to tenure. Tenure and promotion for assistant to associate are consistent. Tenure goes to the
board. Combining tenure and promotion is a conversation to have with the Provost and the President.
Tenure is based on promise, promotion is based on accomplishment. Not the same but could happen at
the same time.
Question:
Hired as associate and now seeking tenure, are requirements for tenure the same as if they had come in
as assistant?