

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.