Significant Changes in the Proposed Promotion and Tenure Policy from the Draft Promotion and Tenure Policy

5.90.1, Introduction, p. 4; 2nd paragraph: inserted:
These values mean that decisions must be made without regard to race, national origin, gender, gender identity, age, disability, political beliefs, religion, marital status, sexual orientation, special friendships, or animus towards candidates, taking care to avoid structural, institutional, or habitual thoughts and patterns that could lead to discrimination. NMSU values the richness that inquiry based upon intellectual and cultural differences brings to the university community.

Glossary: Altered definitions to read:
p. 5, Extension – the process of defining and building relationships between communities and the university to extend university resources and intellectual expertise through coalition building, non-formal educational programs, and applied research designed to address locally identified needs.
p. 6, Principal Unit – an academic unit responsible for conducting annual faculty performance evaluations and making promotion and tenure decisions. This definition includes Departments, Colleges, Community Colleges, Cooperative Extension Service, and the Library.
p. 7, Added: Tenure Home - the academic department where tenure and rank resides or will reside.

5.90.3.4, p. 9: Allocation of Effort: Modified sentence and included new sentence in penultimate paragraph:
When determining the allocation of effort, decisions must be made without regard to race, national origin, gender, gender identity, age, disability, political beliefs, religion, marital status, sexual orientation, special friendships, or animus towards candidates. Further, for the allocation of effort statement to be accurate and useful, administrators at all levels must understand and take an active role in avoiding institutional factors that could produce an undue burden on untenured faculty members and those from underrepresented groups in the allocation of effort process.

5.90.3.5., p. 10: Changed “or” to “and” in statement about leadership.
Professor—a professor, sometimes referred to as a “full professor,” has established disciplinary, intellectual, and institutional leadership.

5.90.3.6.2 Extension of Probationary Period: Changed language on Family leave:
Upon written request, probationary faculty members who become parents will receive a one-year automatic extension of the tenure decision date. Such an extension does not require that the faculty member take a leave of absence.
And on Jury Duty:
Prolonged jury service, when significantly affecting a faculty member’s performance, constitutes a valid reason to petition for extension of the tenure decision date.


5.90.3.8. Guidelines for Technology removed to beginning of the Criteria section, renumbered remaining.

5.90.3.8.2. p. 13: Cooperative Extension Service: Removed “local” before “needs.” The NMSU Cooperative Extension Service serves as a basis for sustainable community-oriented, non-formal education addressing needs in New Mexico. Removed second paragraph of the CES section since it described University-wide outreach.

5.90.3.9.3. The section on the Library was replaced and now reads:
The NMSU library faculty is expected to meet University requirements for academic appointment and promotion and tenure considerations. For these purposes, the category of librarianship is equivalent to the teaching and advising category. The New Mexico State University Library places the highest value on the element of librarianship. Librarianship includes, but is not limited to the organization of knowledge, the understanding and use of technology as it relates to the information field, teaching, library management, service delivery, and building collections.

5.90.3.8.4. p. 14, Substantially revised section on College Faculty to read:
College Faculty may hold ranks as described in **Section 5.90.3.5** and are eligible for promotion. A College Faculty position can be converted to a tenure-track position when sufficient recurring funds are available and a national search is conducted. In relation to the promotion of College Faculty, an understanding of the following guiding principles is necessary:

a) College Faculty should be evaluated for promotion based on the allocation of their effort to the areas of teaching and advising, service, scholarship and creative activity, or extension and outreach, service, and the relative mix of these duties.
b) Procedural protections must be the same for College Faculty as those for tenure and tenure-track faculty. See Sections 5.90.5.1 and 5.90.5.4 – 5.90.5.8.
c) Committees for promotion of College Faculty must include College Faculty representation.
d) The different role played by College Faculty should be recognized in the promotion process, and the standard for promotion should be appropriate given the role of College Faculty.

5.90.4.2., p. 16 Scholarship: Inserted technology paragraph:
The dissemination and creation of scholarly work using technology is becoming increasingly important. Accordingly, it is important that promotion and tenure committees recognize this when evaluating a candidate’s portfolio. The rapid pace at which technology changes makes it difficult to use a single set of evaluation criteria to fit all cases encountered. Technology often crosses the rigid boundaries of teaching and advising, scholarship and creative activity, service, extension, and outreach, and as such, it must be evaluated in as many of these categories as appropriate. Flexibility in evaluation of the candidate’s technology efforts is paramount. Reviewers must be aware of expectations placed on the candidate at the time of hiring and during annual reviews.
and are encouraged to evaluate technology-based scholarship and creative activity using appropriate criteria.

5.90.5.1.1, p. 19 Performance Evaluations: Added new section 1 and renumbered accordingly:
A statement that Performance Evaluations are conducted annually

5.90.5.2. Implementation: Revised sentences in bullet 4:
The college’s criteria and procedures shall be determined collaboratively by the tenure and tenure-track faculty and administration in each college and must be approved by the college dean.

5.90.5.3. Roles and Responsibilities in the P&T Process
p. 21, added section 1 to department head’s duties: Places the department head’s recommendation in the candidate’s portfolio. Added sections e and f in Dept. P&T Committee responsibilities: Records in each candidate’s portfolio the committee’s vote totals. Places the committee’s recommendation in the candidate’s portfolio.
p. 22. College P&T Committee: Same as for Dept. P&T Comm.
p. 22 Dean: added sections h and i: Places the Dean’s recommendation in the candidate’s portfolio. And Meets with the Executive Vice President and Provost regarding promotion and tenure cases.
p. 22. EVP/Provost: Inserted section c “Meets with Deans regarding promotion and tenure cases.” and re-lettered remaining sections.

5.90.5.4.,p. 23 Common Elements: Inserted new section:
A statement that University policies regarding promotion and tenure supersede department and college policies

Section 16 (formerly 15) Inserted sentences:
Voting must be in person. Absentia and proxy ballots are not permitted.

5.90.5.7. Outcomes p. 27: Inserted sections:
If promotion is recommended, the effective date is at the beginning of the ensuing contract year.
If promotion is recommended, it shall be the policy of the university that all promotions shall include a fixed percentage salary increase, irrespective of other salary increases.

Compiled by Larry Creider 2/12/07