

Presentation: Information regarding this year's P&T process

CRR guidelines

- Schools and Departments “establish criteria and specify procedures to be followed” for P&T:

**Selection and Retention of Academic Faculty** -- The Faculty of each school and/or department or other teaching unit shall establish criteria and specify procedures to be followed, as a general policy, in recommending the selection, retention and promotion of members of the Faculty. (300.020 D.3.c)

- The Campus Promotion and Tenure Committee (CPTAC) advises the Chancellor on all P&T cases and the department-, school-, and college-level evaluation criteria:

Review by the Chancellor

(1) The chancellor is assisted in the review of recommendations for promotion and tenure by the preceding promotion and tenure committees, department chair, dean and provost. The campus committee reviews all recommendations for promotion and continuous appointment and advises the chancellor on the following matters:

- (i) The adequacy of the criteria used at the department, school, and college level; and
- (ii) The qualifications of the individuals recommended (320.035 A.2.g)

- The Chancellor makes the final determination on P&T cases:

In the promotion and continuous appointment process, the final decisions are made by the chancellor. Recommendations by committees, chairpersons, deans, and the provost, are not binding on the chancellor. (320.035 A.3)

- The Chancellor may solicit “the comments of other scholars within and outside the University” to aid in the decision-making process:

Although faculty committees on promotion and tenure have the first responsibility for evaluating the quality of the work of a candidate for tenure or promotion, it is within the scope of the department chairpersons', deans', vice chancellors'/provost's, and chancellor's responsibilities to gather confirming evidence of scholarly competence by seeking the comments of other scholars within and outside the University. (320.035 B.2.b)

- Based on information shared with the FSEC concerning the 2021-2022 P&T process, we have found that:

- One person was denied promotion despite support from all previous levels of evaluation (department, chair, outside readers, Dean, and Provost). Approximately 25 people supported the promotion.
- To the best of our knowledge, no “comments” from “other scholars within and outside the University” were solicited or used in the decision-making process.
- The Chancellor, in part, applied P&T criteria not present in the Departmental P&T guidelines provided to the candidate. This happened after all levels of review were completed.
- The CPTAC found the Department’s P&T criteria to be adequate.
- Some faculty and administrators have mentioned that the Curators and President Choi want “better documentation and more stringent standards” for the P&T process at UMKC. This information was shared during the 2022 Spring Semester.
- In a 10/13/22 University of Missouri Faculty Council e-mail, MU faculty were notified that the Faculty Affairs Committee “is looking into reports that tenured/tenure-track applicants for tenure and/or promotion may have been counseled (e.g. by chair or dean) to withdraw their application (and perhaps apply for a NTT position instead) because their case might not be strong enough to meet criteria for tenure or promotion at the chancellor level.” (*Note: 10 withdrawals at the Department level in present year; 6 in AY 2021-2022.*)
- The Chancellor, during a 6/7/22 meeting with the FSEC, made general comments about P&T, mentioning trends “that are of concern to me” and that there needs to be a “setting of expectations.” He used the metaphor of having “too many generals [full professors]” at UMKC.
- There were no substantive conversations between FSEC and administration about the P&T process during the 2022 Spring Semester or afterwards.
- Some implications of a denial of promotion (or tenure/promotion) after unanimous support at all levels before the Chancellor are wide-ranging.
  - Departmental criteria used for P&T evaluation have been negated. The element of surprise has been introduced into a previously well-defined process of evaluation.
  - While the case in question deals with a qualified faculty member being denied promotion, there is also the possibility of less-than-qualified faculty members being tenured/promoted despite a lack of support at all/some stages of evaluation.