



AAUP@FHSU

“When applying for promotion, are faculty required to include statements from student alumni on the quality of teaching, and are statements from chairs or colleagues, who have observed the candidate’s teaching, required for both the tenure and promotion files?”

ANSWER:

As faculty members prepare tenure and promotion files for the next academic year, we answer these two common questions, often received from the committees reviewing the files.

First, are statements from chairs or colleagues who have observed classroom teaching required for both tenure and promotion files? The simple answer is **no**. However, the correct answer (as always) is a bit more nuanced. The **tenure file** requires a statement concerning the systematic review of “the candidate’s classroom materials, e.g., course syllabi, assignments, tests etc.” by the candidate’s chair or colleague (MOA IX.4.D.vi.2.b.). In contrast, the **promotion file** requires a statement concerning *either* the systematic “observ[ation] of classroom teaching” *or* the systematic review of “the candidate’s classroom materials, e.g., course syllabi, assignments, tests, etc” (MOA XI.5.F.v.2.b.).

The second question--are statements from student alumni on the quality of teaching required in promotion files? The answer is **no**. This question arises from reading MOA XI.5.F.v.2.d. (“d. Statements by alumni on the quality of the instruction in the candidate’s classes”) in isolation from language stated in MOA XI.5.F.v.2.: “... Items a through c listed below must be included in the candidate’s promotion file; item d is an item for the candidate to consider.” Read too quickly, the reader misses the deference given to the judgment of the candidates in constructing their promotion files.

Ultimately, when specific documentation is not required by the MOA, it is the candidate’s responsibility to make their case for tenure and/or promotion, and the candidate should always consider and address all recommendations made at each level of review from previous *and* current review cycles.

The final, spring installment of **Know Your MOA** will be in your mailbox before the semester ends, and the electronic version of the MOA remains available online at <https://fhsu.edu/fhsu-aaup/> (or this link will take you directly to the PDF <https://fhsu.edu/fhsu-aaup/moa-2020>).

Soon, FHSU Administration and FHSU/AAUP negotiations process will conclude for 2021, so now is an excellent time to become an active FHSU/AAUP Chapter Member and add your voice and vote to those of your colleagues’. The application for membership is available here: <https://fhsuaaup.files.wordpress.com/2018/08/aaup-membership-app-8-24-18.pdf> and active membership with voting privileges begin when the Chapter Secretary receives the application.