



AAUP@FHSU

“Who determines my department’s tenure, merit, and promotion standards?”

The FHSU Chapter of the AAUP (FHSU-AAUP) is the recognized bargaining unit for FHSU faculty, as certified May 05, 2000, by the State of Kansas, Public Employee Relations Board (PERB). With that distinction, FHSU-AAUP is responsible for negotiating the faculty’s terms and conditions of employment with the FHSU Administration and the Kansas Board of Regents as defined in the Memorandum of Agreement (MOA), and FHSU-AAUP represents all full-time faculty identified as members of the bargaining unit (MOA Article II, p 1). All Unit Members are protected by the negotiated agreements in the MOA, and registered members of the FHSU/AAUP Chapter vote on negotiated decisions that become a part of the MOA, such as articles that govern department’s tenure, merit, and promotion standard, but who actually determines your department’s tenure, merit, and promotion standards?

Answer: You and your departmental colleagues do! Paragraph D, Part I of Article VIII, Merit Evaluation states: “Departmental/unit criteria for merit must be developed by departmental/unit faculty and be approved by them, and the departmental/unit chair, respective dean, and provost. Each list of criteria must include the date of faculty approval.” Similar language for tenure criteria is found in paragraph 1 of Article IX: Tenure “[d]epartment (or unit) criteria for tenure must be developed by the department faculty and be approved by the faculty, the department chair, dean and Provost” which is repeated in paragraph 6.B. of the same article: “In the tenure, promotion and merit procedures, the starting point for a faculty member is the criteria established at the department level and approved by the Dean.” The MOA further states that while “expectations and the criteria are not likely to be the same for all departments. . . . the criteria of all departments will reflect the general expectations of the university as well as the specifics of the department.” NTT faculty will find parallel language in the Article XII 4. B. and 5. A. ii., and Librarians will find parallel language in Article XIII 4.B.

FHSU-AAUP strongly encourages faculty within each department to revisit their criteria and update it accordingly with special attention to criteria for NTT faculty.