



AAUP@FHSU

## **“Who gets to construct/alter merit, tenure, and promotion documents?”**

Faculty in the department/unit are responsible for constructing standards for merit, tenure, and promotion. Those standards must be approved by the faculty, chair, dean, and provost. According to Merit Evaluation Article of the MOA (Article VIII.I.D, pg. 8), “Department/unit criteria for merit must be developed by department/unit faculty and be approved by them, and the department/unit chair, respective dean, and provost. Each list of criteria must include the date of faculty approval.” Similarly, tenure criteria “must be developed by the department faculty and approved by the faculty, the department chair, dean, and Provost (Article IX. 1, pg 11-12). Any changes or updates to the approved standards must then be approved by faculty, chair, dean, and provost. Typically, new or amended criteria are implemented in the next review cycle, unless a “grandfather clause” is included in the criteria. This would include all criteria related to merit, tenure, and promotion. Faculty must be evaluated at all levels of review using the faculty generated and approved criteria for merit, tenure, and promotion. Additionally, Non-Tenure Track (NTT) and Program Specialist faculty have pathways to promotion. The faculty are to be evaluated and reviewed based on faculty constructed and approved criteria. NTT faculty are not “required to engage in the scholarship of discovery, integration, or application. NTT faculty are, however, generally expected to participate in the scholarship of teaching, learning, and engagement.” (Article XII, 1.B, pg. 43). It is considered good practice to ensure that scholarship expectations consistent with the MOA are comprehensive in all criteria for merit and promotion related to NTT faculty.

## **“FHSU has precedent for faculty members to be promoted early, but where are the guidelines for early promotion?”**

Some departments/units allow for faculty to be promoted early, and department/unit criteria for early promotion should be well-established and easily available to faculty from their department chair or unit administrator. This criteria should clearly identify the eligibility requirements for early promotion and acknowledge that faculty cannot be promoted before KBOR guidelines for *years of service* have been met.