

Motion 2: The faculty approve the following proposed amendment, designed to align the pathways to tenure with the procedures and evaluation materials delineated in the Faculty Handbook.

“For purposes of determining the probationary period in the tenure process, the-usual practice of the institution is to recognize previous full-time teaching experience acquired elsewhere, up to a maximum of three years for candidates at the rank of assistant professor and a maximum of ~~five~~ **four** years for those appointed at the rank of associate or full professor. The years of previous service to be credited are determined individually and set forth in writing at the time of initial appointment.” (Chapter IV.B.2, p. 6)

Rationale for Motion 2:

The faculty recently passed a motion to create a process for hiring with tenure that included a specially tailored description of the evaluation materials required by PAT. This was needed because some of the materials required for evaluation of *traditional* candidates are *particular to IWU* (e.g., alumni feedback). We envisioned two paths to tenure, hiring with tenure on the basis of achievements at previous institutions or earning tenure on the basis of achievements at IWU—no unmarked paths, no idiosyncratic contracts, every faculty member goes down one of these two Handbook-covered paths.

We have discovered an unmarked path. If you are hired as a full professor and given the current maximum credit of five years on your tenure clock, you are eligible to go up for tenure consideration in your first semester. You can't comply with the traditional requirements for tenure because, again, they are particular to IWU (e.g., you won't have a record a willingness to serve), but the requirements for hiring with tenure are problematic when applied to this case. First, applying them would arguably violate the Handbook:

The presence of the Provost during all discussions related to the matters of the Promotion and Tenure Committee provides the continuity essential to maintaining consistent standards and due process. The Provost does not, however, participate in the actual peer review decision. (Chapter II, D. Article III, Section 5)

If the Provost writes a letter of support for a candidate seeking tenure in the candidate's first semester at IWU as prescribed for hiring with tenure, then the Provost is “participating in the actual peer review decision.” There were concerns about the requirement of a letter of support from the Provost when we passed the hiring with tenure motion, but they were judged to be outweighed by the need for the Provost's perspective. Secondly, if a person is denied tenure as a new hire, that person has the option of accepting the position and going through the traditional path to tenure. If a person is denied tenure during their first semester, the consequences are quite different. The deliberative conditions created by this circumstance are far from ideal. This motion is designed to remedy that.