

What is missing from university, college and department RTP policies? on  
grievance procedures is extensive and a summary of the procedures under subsection, Grievances Pertaining to th





Clarification of service



Teaching: In order to protect junior faculty, we should set not only minimum but also the maximum number of teaching loads (e.g., new preps). While the CLA RTP policy states that junior/assistant level faculty serving on the

- systematic approach to changing the policy - well defined evaluation "grades" (I actually do not know except "exceptional", "very good" and "good" what else is defined) - well defined quantitative set of requirements for eA.7 (f)05.1 ()-

up just trying to work really hard before and after my leave...and some during it...so my documents wouldn't be completely empty. Just wondering if that is something we can work on so female employees feel like they can heal, bond, feed their babies without worrying about the tenure clock for a few months.



our dept policy did not always operationalize expectations or have clear metrics for minimum standards for evaluation; it was also unclear how some activities have various elements that should be credited in the different areas of evaluation

### **Older vs newer expectations**

It appears that faculty submitting files in the **last five years have been (implicitly) expected to produce more** research in top tier journals while their predecessors (who may be serving on Dept. or CED RTP committees) were tenured and/or promoted on far less rigorous evaluation scrutiny.

### **Things being done now**

we are currently revising our dept policy, and we focused on identifying ways to increase equity. we have added that instruction, rscs and service that addresses diversity and equity should be given more credit. there was not much language to ensure senior faculty continued to meaningfully contribute to service, so we added language to support junior faculty

### **General publishing issues**

The dynamics of scholarly publishing has changed significantly in the last decade. A university-wide effort



**Other issues-like, we didn't publicize this, it was not meant to be a campus wide survey (need to explain), process:**

Finally, it is also worthy to note that the link to this very survey was not shared by the senate representative Dr. Jalal Torabzadeh. Many faculty members of the COE were entirely unaware of such a survey. Dr. Mehrdad Aliasgari, another member of the senate, only shared the survey link with 4 or 5 people. It is disturbing when so many

no set number of publications required (completely discarding the above bullet points if so) - You must have interdisciplinary research - You need to have external research funding - You need to write back-to-back grant proposals - You need to walk on water to have early tenure (whatever that means) - You need to serve on 6 committees every year with 2 at each level In many cases, despite faculties have addressed these comments, the RTP committees will always find a new and never-before-mentioned angle to marginalize these achievements, e.g. - Too many publications without quality - The journal is open access - Not the first author - too many co-authors (although this is what interdisciplinary research entails, one must collaborate with other researchers to complete the work) - The external funding was not for research only for students - No leadership roles in your committee services -