Over the last several years, a process has been in place to assess and review MSU’s promotion and tenure policies, procedures criteria and standards. Several task forces and committees were charged to address various aspects of the P&T process, with Faculty Senate involved the entire way. The University Promotion and Tenure Implementation Committee presented its report and recommendations to Faculty Senate and Provost Dooley in January 2008. This was followed by the Promotion and Tenure Workgroup, whose work has been under review by Faculty Senate as well.

Three distinct areas were identified by the Implementation Committee as being most important for changes and improvements in handbook language, the first of which is coming before you now:

1) Re-defining the terms associated with the evaluative levels of faculty performance as currently stated in Faculty Handbook language. Those current levels of performance are entitled “effectiveness,” “promise/potential for excellence” and “excellence.” The term “promise/potential for excellence” was judged to be too ambiguous and subject to mis-interpretation and is proposed to be eliminated. The term “accomplishment” is now a proposed defined level of faculty performance. Additionally, definitions for “accomplishment” and “excellence” with respect to faculty performance in the categories of research/creative activity and teaching have been carefully worded to provide comparable language, where appropriate, for these two categories.

The other two areas should be appearing soon, which involve:

2) Explication of the external review process, including number and type of external reviewers, solicitation letter to reviewers, and expectations for content of external reviews.

3) Clarity in the nature of documentation associated with the currently -used term “In-Depth Assessment of Teaching,” and identification of the respective roles of the candidate and reviewing entities in the assessment of teaching.

Following its procedures for changes in the Faculty Handbook, Faculty Senate has voted to initially approve these changes to section 600 and send the proposed changes out for comment, before a final vote to approve that will occur early in spring semester. Please review these proposed changes and send comments to: Marvin Lansverk, Chair-Elect, Faculty Senate: lansverk@english.montana.edu.
Recommendations for Faculty Handbook Changes

602.00 Definitions

Existing Text

“Teaching” fosters critical thinking, develops creativity, and promotes citizenship and professional competency. It includes all of the following activities: class preparation; scheduled and unscheduled instruction in classes, seminars, and workshops, both on and off campus, informal meetings, help sessions, individual instruction and office hours; laboratory and studio or clinical-based teaching and training; course and curriculum development; thesis and professional project assistance and participation in the presentation and defense of theses and projects; grading and assessment of student work; academic and career advising of undergraduate and graduate students; supervision of student teachers, teaching and research assistants and professional interns; and, for library faculty, any tasks that contribute to the overall academic enterprise.

Proposed New Text

"Teaching" is a form of scholarship that fosters critical and ethical thinking and problem solving. It develops creativity, improves communication skills and promotes citizenship and professional competency. It requires a command of one’s subject matter, continuous growth in the subject field, and an ability to create and maintain instructional environments to promote student learning. It includes, but is not limited to, the following activities: class preparation; curriculum preparation; scheduled and unscheduled instruction in classes, seminars, and workshops, both on and off campus, informal meetings, help sessions, individual instruction and office hours; designing and or teaching distance delivered courses; laboratory and studio or clinical-based teaching and training; pedagogical innovation – including the incorporation of new technologies and approaches to learning and assessment, course and curriculum design and development; development of teaching materials, documented study of curricular and pedagogical issues – and incorporation of this information into the classrooms, pedagogically-oriented research, contributions to professional societies and organizations that seek to improve teaching, thesis and professional project assistance and participation in the presentation and defense of theses and projects; grading and assessment of student work; academic and career advising of undergraduate and graduate students; supervision of student teachers, teaching and research assistants, professional interns, and volunteer instructors; and, for library and Extension faculty, any tasks that contribute to the overall academic enterprise.

603.02 Philosophy

Existing Text
A university is more than a collection of autonomous departments or individual faculty striving for personal or professional satisfaction. To achieve and maintain excellence, Montana State University – Bozeman must act as a unified community of scholars linked by shared values that are consistent with the University’s fundamental goals of teaching, research/creative activity, and service.

(Note that the subsequent paragraphs on Teaching, Research and creative activity, and Outreach and public service are proposed to be eliminated)

Proposed New Text

A university is more than a collection of autonomous departments or individual faculty striving for personal or professional satisfaction. To achieve and maintain excellence, Montana State University – Bozeman must act as a unified community of scholars linked by shared values that are consistent with the University’s fundamental goals of teaching, research/creative activity, and service. Furthermore, though for the sake of convenience we traditionally speak of teaching, research/creative activity, and service as separate activities, it is recognized that there is inevitable and desirable overlap between these scholarly activities. In fact, Montana State University strongly encourages faculty to integrate, as appropriate to their individual assignments, these three fundamental activities throughout their career.

603.04 Standards

Existing Text

As defined below, sustained effectiveness in all areas of a faculty member’s assignment is a University-wide requirement for retention, tenure and promotion. In addition the promise of excellence is required for tenure and promotion to Associate Professor rank; a record of excellence is required for promotion to Professor rank.

 Proposed New Text

As defined below, sustained effectiveness in all areas of a faculty member’s assignment is a University-wide requirement for retention, tenure and promotion. In addition, accomplishment is required for tenure and promotion to Associate Professor rank; a record of excellence is required for promotion to Professor rank.

633.01 Effectiveness

Existing Text

Faculty performance in teaching, research/creative activity, and service will be judged effective if it meets or exceeds the standards of the candidate’s department and college.
(Note that existing Sec. 633.02 Excellence is proposed to be replaced by new sections designated as 633.02 Accomplishment and 633.03 Excellence)

Proposed New Text

Faculty performance in the scholarship of teaching, research/creative activity, and service will be judged effective if it demonstrates competent execution of scholarly activities and products, in both quantity and quality.

633.02 Accomplishment

Existing Text: There is no existing definition of Accomplishment under that name, or under the old title: Promise of Excellence. Instead it was to be inferred from the definition of Excellence.

Proposed New Text

A. Accomplishment in Teaching

Faculty performance in the scholarship of teaching will be judged accomplished if it: 1) demonstrates meritorious execution of scholarly activities and products, in both quantity and quality, 2) receives recognition from peers and colleagues as having made positive contributions to the candidate’s discipline or profession, 3) and receives recognition from former students/clientele as having made positive contributions to their education.

B. Accomplishment in Research/Creative Activity

Faculty performance in the scholarship of research/creative activity will be judged accomplished if it: 1) demonstrates meritorious execution of scholarly activities and products, in both quantity and quality, 2) receives recognition from peers and colleagues as having made positive contributions to the candidate’s discipline or profession.

633.03 Excellence

Existing Text

633.02 Excellence

A. Excellence in Teaching

Faculty performance in teaching will be judged excellent if it receives substantial recognition from peers and colleagues as well as current and former students.

B. Excellence in Research/Creative Activity
Faculty performance in research/creativity(sic) activity will be judged excellent if it receives substantial, international, or national recognition from peers and clients as having made a significant contribution to the body of knowledge and creativity germane to the candidate’s discipline or profession.

Proposed New Text

A. Excellence in Teaching

Faculty performance in the scholarship of teaching will be judged excellent if it: 1) demonstrates sustained superior execution of scholarly activities and products, in both quantity and quality, 2) receives national recognition from peers and colleagues as having made significant, positive contributions to the candidate’s discipline or profession, 3) and receives recognition from former students/clientele as having made significant, positive contributions to their education.

B. Excellence in Research/Creative Activity

Faculty performance in the scholarship of research/creative activity will be judged excellent if it: 1) demonstrates sustained superior execution of scholarly activities and products, in both quantity and quality, 2) receives national recognition from peers and colleagues as having made significant, positive contributions to the candidate's discipline or profession.

Existing Text

C. Excellence in Service

Faculty performance in service will be judged excellent if it receives substantial recognition by colleagues and peers outside the University.

Proposed New Text: It is proposed that this definition of Excellence in Service be deleted altogether, since Excellence has no substantive meaning within the current procedures (i.e. you can’t go up for tenure and promotion under service).