

Promotion & Tenure Issues

Status of P & T Implementation Committee

P & T Implementation Committee report will make recommendations on 3 general topics: 1) Definitions, criteria, and standards associated with the terms: “*promise of excellence*”, “*excellence*” and “*effectiveness*”; 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 quality and quantity of documentation associated with *In-Depth Assessment of Teaching*.

‘Approved’ recommendations will require development of specific language for adoption in Faculty Handbook, or for inclusion in a ‘Guidelines and Best Practices’ document associated with P & T at MSU.

Continuing Issues Associated with P & T Cases

- External reviewers not sufficiently “objective”
- Lack of annual review information in dossier
- No advising evaluations provided, despite requirement for such in Role & Scope statement
- Lack of completion of “Internal Peer Reviews” section of dossier.
- Quality and quantity of documentation of “In-Depth Assessment of Teaching”
- Insufficient language in recommendation letters that ties evaluation to specific standards
- Confidentiality of the external reviewers
- Adherence to established timelines