

December 4, 2018
Notes on Updated Bylaws Section 5.223 and 5.223c
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As proposed by Ed Battistella and the working group on years in rank and early promotion in Faculty Senate on May 8, 2017:

Early promotion issue: The current bylaws language pertaining to early promotion opportunities for rare special merit is vague and subjective, and has resulted in past confusion and divisiveness.

Proposed solution: Recommend revising section 5.223 to increase program involvement in the process and reduce the appearance of preapproval of the promotion by the director and provost.

Proposed implementation: Applies to faculty hired in the fall of 2017 and later.

5.223

- Add “Program Personnel Committee” to those reviewing the applicant.
- Add the scope of the notation to be put in the applicant’s personnel file.
- Eliminate the signing of the notation.

Years in rank at hire issue: To provide adequate period for new hires who come to SOU with years in rank to develop a portfolio with sufficient information for reviewers to make informed judgements and to provide sufficient time for candidates for promotion to document accomplishments at SOU.

Proposed solution: Recommend revising language in section 5.233c to indicate that at least one year of full time service at SOU is required before applying for promotion to Associate Professor.

Proposed implementation: Applied to all faculty upon adoption.

5.223c

- Revise language to indicate that at least one year of full time service at SOU is required before applying for promotion to Associate Professor.