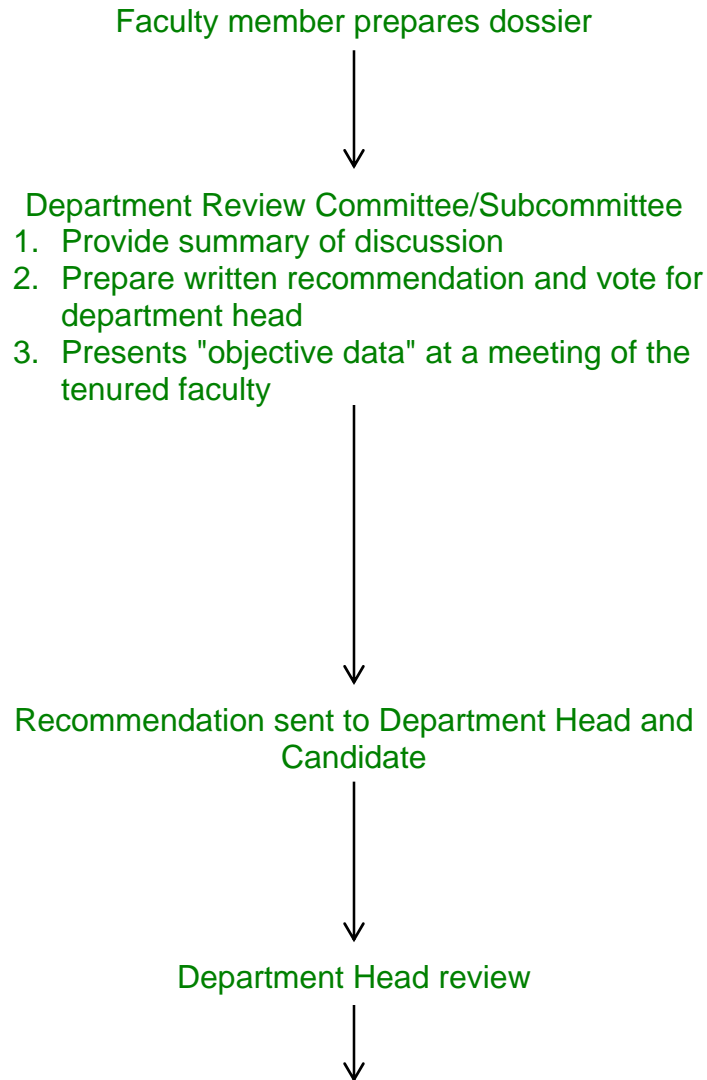


APPENDIX A: Tenure and Promotion Review Flowchart
Based on 2006-2007 Faculty Handbook (FH) and Manual for Faculty Evaluation (MFE)



Faculty member follows format described in the Manual for Faculty Evaluation (see Part IV Assembly of the Tenure and/or Promotion Dossier, MFE, pp. 19-24).

Department bylaws should have detailed review procedures that reflect the organizational arrangements of each department (MFE, p. 14-15). Small departments may act as a committee of the whole; larger departments may utilize a Department Review Subcommittee that makes presentation to the entire tenured faculty.

Department Review Committee/Subcommittee (DRC) composition is described on p. 15 of MFE

Department Head does not participate or vote during the meeting of the DRC; may be present only to clarify issues and ensure procedures are followed. The vote of the tenured faculty is advisory to the department head (FH, p. 24).

Recommendation must be made available to the candidate so that he/she may prepare a dissenting statement. This recommendation, the vote, and any dissenting statements become part of the dossier (MFE, p. 16).

Letter addresses the candidate's employment history and responsibilities as they relate to the departmental and collegiate criteria for the rank; provides an independent recommendation (MFE, p. 16).

Head's recommendation sent to Candidate,
Department Review Committee, and UTIA Review
Committee



UTIA Review Committee Action



UTIA Review Committee's recommendation sent to
Dean, Department Head and Candidate



Dean's review



Dean's recommendation sent to Vice President of
Agriculture (Chief Academic Officer for the UTIA),
UTIA Review Committee, Department Head, and
Candidate



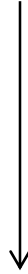
Recommendation of the head must be made available to the candidate and to the departmental review committee so that they may (if they wish) prepare a dissenting statement. This recommendation, the vote, and any dissenting statements become part of the dossier (MFE, p. 16).

Review at the UTIA level brings broader faculty and administrative judgments to bear and also monitor general standards of quality, equity, and adequacy of procedures used. Review committees shall be constituted as described in college bylaws (MFE, p. 17).

The Dean prepares a letter providing an independent recommendation based on his/her review and evaluation of the materials in the dossier (MFE, p. 17)

Recommendation of the dean is made available to the candidate and department head, who transmits the recommendation to the departmental review committee, so that each may (if they wish) prepare a dissenting statement. This recommendation and any dissenting statements become part of the dossier (MFE, p. 17).

Vice President's review



Vice President's recommendation sent to the President, Dean, Department Head and Candidate.

The Vice President shall review each dossier and prepare a letter providing an independent recommendation based on the review and evaluation of the materials in the dossier. The recommendation is forwarded to the President who forwards a recommendation to the UT Board of Trustees (MFE, p. 17).

Recommendation of the Vice President is made available to the dean (who transmits the recommendation to the Institute Review Committee), candidate, and department head (who transmits the recommendation to the departmental review committee), so that each may (if they wish) prepare a dissenting statement. This recommendation and any dissenting statements become part of the dossier (MFE, p. 17).