



FACULTY SENATE

Faculty Senate Resolution Number s-2024-22

To: Dwayne Smith, Ph.D., Interim President, Southern Connecticut State University

From: Natalie Starling, Ph.D., President, Faculty Senate

The attached Resolution of the Faculty Senate is entitled:

**RESOLUTION Regarding** Revisions to Promotion and Tenure Procedures for Faculty

This Resolution was approved by Faculty Senate on: 05/01/2024

This Resolution is presented for APPROVAL

This Resolution is presented for INFORMATION



In accordance with the CSU-AAUP Contract (Article 5.10), "When the Senate makes a written recommendation to the President, the President shall acknowledge and respond to the recommendation in writing within fifteen (15) school days of receiving the Senate's recommendation."

After considering this resolution, please indicate your action on this form and return it to the President of the Faculty Senate.

Natalie Starling, Ph.D.

President, SCSU Faculty Senate

DocuSigned by:  
[Signature]  
Signature

5/7/2024

Date

cc: Robert S. Prezant, Ph.D., Provost and Vice President for Academic Affairs

**ACTION OF THE UNIVERSITY PRESIDENT**

**Resolution for Approval:**

Resolution APPROVED

Resolution DISAPPROVED (Attach statement)

**Resolution for Information:**

Resolution NOTED (applies to Informational Resolutions only)

Dwayne Smith, Ph.D.

President, SCSU

DocuSigned by:  
[Signature]  
Signature

5/28/2024

Date



# Southern Connecticut State University

## FACULTY SENATE

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### Resolution Regarding Revisions to Promotion and Tenure Procedures for Faculty

Whereas, Southern Connecticut State University exists for the primary purpose of furthering academic excellence;

Whereas, The Faculty Senate is the official governing body for shared governance;

Whereas, The Faculty Senate recognizes that, to further academic excellence, procedures for the evaluation of full-time faculty members for promotion and tenure need periodic review and revision as stated in PART VI of the *PROMOTION AND TENURE PROCEDURES FOR FACULTY* document; and

Whereas, Eligibility to serve in various roles of the promotion and tenure process needs to be clarified; now, therefore, be it

*Resolved*, That effective beginning in the Fall semester of 2024, the Faculty Senate establish the following addition to the *Promotion And Tenure Procedures For Faculty* document as **Part III.F.3 h.** (dated May 3, 2023):

h. *Faculty members serving on any DEC making decisions/recommendations regarding promotion and tenure shall not serve on the P & T committee. [See Service Eligibility in the Faculty Evaluation Process Table, at the end of Part V, Calendar].*

*Resolved*, That effective beginning in the Fall semester of 2024, the Faculty Senate add the following table to the *Promotion And Tenure Procedures For Faculty* document to the end of the calendar in **Part V.** dated May 3, 2023):

## Service Eligibility in the Faculty Evaluation Process

START HERE: STEP 1 →	This academic year, I am... (select applicable column to the RIGHT) →	Tenured & NOT applying for Promotion & NOT undergoing Professional Assessment	Tenured & applying for Promotion	Tenure-Track* & applying for Promotion	Tenure-Track** & Applying for Tenure ONLY	Tenure-Track* & applying for BOTH Promotion & Tenure	Undergoing Professional Assessment	Serving as MY Department's Chairperson	Serving as a Department Chairperson for a department that is NOT my own	Serving in an administrative role**	Serving as a hardship member of another Department's DEC	Serving on the University P&T committee
STEP 2 →	My eligibility to serve ... (select the applicable row BELOW) ↓											
As a member of my department's DEC for purposes of other candidate's evaluation for <b>Renewal</b>		YES	YES	NO	NO	NO	YES	NO	NO	NO	YES	YES
As a member of my department's DEC for purposes of other candidate's evaluation for <b>Promotion</b>		YES	NO	NO	NO	NO	YES	NO	NO	NO	NO	NO
As a member of my department's DEC for purposes of other candidate's evaluation for <b>Tenure</b>		YES	NO***	NO	NO	NO	YES	NO	NO	NO	NO	NO
As a member of my department's DEC for purposes of other candidate's evaluation for <b>Professional Assessment</b>		YES	YES	NO	NO	NO	NO	NO	NO	NO	YES	YES
As a <b>hardship member</b> of another Department's DEC for Renewal / Promotion / Tenure / Professional Assessment evaluations		YES	NO	NO	NO	NO	NO	NO	NO	NO		NO
In the <b>Department Chairperson's role</b> in the Faculty Evaluation Process for other candidates		YES	YES, but not for promotion and tenure	YES, but not for promotion and tenure	YES, but not for promotion and tenure	YES, but not for promotion and tenure	YES, but not for professional assessment	YES, but not as a reviewer of application(s) of the level for which I am applying (see previous columns)	YES, but not as a reviewer of application(s) of the level for which I am applying (see previous columns)	NO	NO	NO
As a member of the <b>P &amp; T Committee</b>		YES	NO	NO	NO	NO	YES	NO	NO	NO	NO	

\* "The membership of the DEC shall include only tenured members of the department" (CBA 4.11.4 DEC Membership).

\*\* "Eligibility for Membership on the [P & T] Committee, a. Any full-time faculty member, tenured at the rank of Associate or above (or the equivalent for library faculty and counseling faculty), and has completed a minimum of three years on the faculty at Southern Connecticut State University shall be eligible to serve on the Committee. However, faculty members serving in administrative positions outside of their department and receiving load credit or compensation are not eligible to serve if and when their Promotion and Tenure Committee membership poses a potential conflict of interest; that is, faculty members shall not be eligible when

*...serving in administrative positions (for example, Assistant to the Dean/Director, the Provost or the President) in which they could potentially violate or give the appearance of violating the contractually distinct levels of evaluation (DEC, Department Chairperson, Dean/Director, Promotion and Tenure Committee, Provost, and in some cases, the President)” (P & T Procedures III.A.3.a).*

*\*\*\* “When the DEC is conducting evaluations for promotion or tenure, DEC members applying for promotion of any candidate being considered for promotion or tenure--shall recuse themselves from all DEC business pertaining to either promotion or tenure but shall be allowed to participate in all other DEC business.” (PROCEDURES FOR FORMING A DEPARTMENT EVALUATION COMMITTEE A.2.3.a.)*

Other helpful citations:

*“Department members ineligible to serve on an elective DEC include: a) Untenured person or for Coaches and Athletic Trainers full time members who have not completed three years of service. b) The Department Chairperson...” (PROCEDURES FOR FORMING A DEPARTMENT EVALUATION COMMITTEE A.2.2.)*

*“3) Department members serving on an elected DEC shall recuse themselves under the following conditions: a) When the DEC is conducting evaluations for promotion or tenure, DEC members applying for promotion or serving as elected regular or alternate members on the University-wide Promotion and Tenure Committee--or who are immediate family (i.e., spouse, child, parent, domestic partner) of any candidate being considered for promotion or tenure--shall recuse themselves from all DEC business pertaining to either promotion or tenure but shall be allowed to participate in all other DEC business. b) When the DEC is conducting evaluations for professional assessment, DEC members being evaluated for professional assessment--or who are immediate family (i.e., spouse, child, parent, domestic partner) of any candidate undergoing professional assessment--shall recuse themselves from all DEC business pertaining to professional assessment but shall be allowed to participate in all other DEC business. c) When the DEC is conducting evaluations for sabbatical leave, DEC members applying for sabbatical leave--or who are immediate family (i.e., spouse, child, parent, domestic partner) of any candidate applying for sabbatical leave--shall recuse themselves from all DEC business pertaining to sabbatical leave but shall be allowed to participate in all other DEC business.”(PROCEDURES FOR FORMING A DEPARTMENT EVALUATION COMMITTEE A.2.3.a.)*