

Charge from the Faculty Council, the Committee on Academic Freedom
and Tenure, and the co-chairs of the University Review Committee
to the
Ad Hoc Committee to Review Tenure and Promotion Policies and
Procedures

Tenure and promotion policies and practice play a critical role in shaping the faculty, and thus the future of the university. This committee is charged to undertake a critical examination of Bucknell's system of evaluation for tenure and promotion, and make recommendations to the faculty regarding any changes that will help us to develop the faculty that can best serve our students and university. In considering such changes the the committee should undertake a review of Bucknell's record of hiring, retention, tenure, and promotion, and it should also compare Bucknell's tenure and promotion system to those in place at peer institutions. (Any changes that are recommended should be implemented in such a way that they will not affect in any substantive way those untenured faculty who have already begun careers at Bucknell at the time the changes are made.)

In addition the committee is asked to examine the following issues:

- the fundamental charge of the URC and its relationship to DRCs;
- the procedures that the URC uses in evaluation of materials;
- the appropriate process by which evolving standards for tenure and promotion should be determined;
- a consideration of which elements of DRC statements can be made more uniform;
- the communication of standards to departments and to individual candidates;
- the workload of the URC;
- the presidential role in tenure and promotion; and
- the annual schedule for reviews.

The committee is asked to present an interim report to the faculty no later than the March meeting of the faculty. In addition to summarizing the preliminary work of the committee, this report could introduce motions to amend the Faculty Handbook so that they could be voted on at the April faculty meeting. The committee should make a final report to the faculty in the Fall semester of 2008 with recommendations for changes that should be brought the faculty for consideration.