

Tenure and Promotion Process

University of Oklahoma, August 2016

Campus Tenure Committee (CTC)
Perspective

Ron Halterman, Professor and Chair
Chemistry/Biochemistry



OFFICE OF THE
Senior Vice President & Provost

Campus Tenure Committee (CTC) Membership

| | | |
|-----------|-----------|--|
| Greene | Ellen | Classics and Letter |
| Johnson | Emily | Modern Languages, Literatures, and Linguistics |
| Ashby | Michael | Chemistry and Biochemistry |
| Short | Jeremy | Management and Entrepreneurship |
| Butler | Elizabeth | Civil Engineering and Environmental Science |
| Beach | Sally | Instructional Leadership and Academic Curriculum |
| Mountford | Roxanne | English |
| Boeck | David | Architecture |
| Cheng | Qi | Computer Science |



CTC Mission

- To review the process and substance upon which tenure recommendations to the Provost are made.



CTC Review Process

- CTC convenes between December and March.
- CTC members review all applications for tenure.
- CTC sends, if necessary, requests to the Colleges for additional detail.
- Upon completion of its independent review, the CTC crafts letters to the Provost detailing its recommendations regarding tenure decisions.



Process v. Substance

- CTC is primarily concerned with whether the process, outlined in the College's tenure and promotion guidelines, has been observed in all stages for tenure review.
 - Annual PTT letters
 - Committee A Involvement
 - Selection of External Reviewers
- Substance will be considered to the extent that recommendations do not match the documentation provided in the dossier.



Common Issues

- Missing documentation
 - PTT and annual reviews that are not included or not done.
- Selection of external reviewers
 - Quality or connection to scholars
- Lack of clarity of tenure and promotion standards at the College level.
- Treatment of Provost-permitted extensions as a modification of the tenure timeline.



Over-arching Goal

- To assure a fair review of tenure decisions across the University; AND
- To help colleges, to the extent necessary, identify vulnerabilities in the tenure and promotion process and make recommendations about correcting the same.

