

**Commission on Faculty Affairs
Resolution 2007-08A
Continued Appointment Process Revisions**

Approved by CFA:	November 30, 2007
First Reading University Council:	February 4, 2008
Approved, University Council:	February 18, 2008
Approved, President:	February 18, 2008
Approved, Board of Visitors:	March 31, 2008
Effective Date:	Fall 2008

WHEREAS, the review process for promotion and continued appointment for Library and Extension faculty is intended to parallel to the degree possible and practicable the procedures for promotion and tenure of collegiate faculty; and,

WHEREAS, recent revisions to the promotion and tenure process and committee structures necessitate a careful review of parallel structures and processes for continued appointment; and

WHEREAS, no new appointments have been made to the continued appointment track for faculty in Outreach for more than a decade, leaving only one faculty member with continued appointment in that division; and

WHEREAS, the small number of faculty members on continued appointment track in Cooperative Extension necessitates rethinking the multi-level committee review process since there are not sufficient members to populate all committees with unduplicated membership;

THEREFORE be it resolved that:

- Faculty representation from Outreach on the University Promotion and Continued Appointment Committee be eliminated. [Committee membership would consist of two faculty representatives each from the library and from extension, the director of cooperative extension, and the dean of the libraries.]
- Additional references in the Faculty Handbook to Outreach faculty members on continued appointment track be eliminated. (However, any remaining faculty members in Outreach with continued appointment will retain all rights and privileges of other continued appointment faculty members.)
- **Peer** and **divisional** level reviews for promotion and/or continued appointment in **Cooperative Extension** be collapsed into one divisional level committee, making the committee structure parallel to the committee structure for the Library;
- That aspects of the review process for **continued appointment** be separated from sections of the Faculty Handbook addressing **promotion and tenure** so that the procedures and appeal process are more clear and transparent to participants.

And be it further resolved, that the Library and Extension faculty be urged to approve guidelines for internal review processes that parallel, to the extent possible and practicable, significant elements of the promotion and tenure review process approved by CFA, including but not limited to committee members casting only one vote per case even when serving on committees at more than one level, and seeking written review of candidate dossiers from appropriate parties external to the university.