**Policy Title:**

Faculty Response to Tenure & Promotion Recommendations

**Policy Statement:**

The faculty member may respond to tenure or promotion recommendations by peer faculty, the Chairperson, the Dean, and the Provost by submitting to the next “line of authority” a written statement in support of his or her candidacy for tenure or promotion within ten (10) calendar days from receipt of such notice.

**Definitions:**

None.

**Keywords:**

Tenure and promotion, recommendation, written statement in support

**Reason for the Policy:**

The current policy states that faculty members can only write statements in support of their candidacy for tenure or promotion if the recommendation is made against tenure or promotion. This policy does not align with current yearly faculty performance evaluation policy that states, “The faculty member is given the opportunity to respond in writing to the DCEFP [Department Chairperson’s Evaluation of Faculty Performance]” (Faculty Review System, Philosophy and General Procedures, <http://gcsu.smartcatalogiq.com/en/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Faculty-Performance-Evaluation/Faculty-Review-System-Philosophy-and-General-Procedures>). Faculty members should have the right to respond to both yearly evaluations by the Chairperson as well as tenure and promotion evaluations by the various “lines of authority.” A recommendation for tenure or promotion might contain inaccuracies that the faculty member may wish to correct in a written statement of support, or a recommendation for tenure or promotion might contain negative evaluations that the faculty member may wish to respond to in a written statement of support.

**Proposed Outcome:**

Faculty may respond to tenure and promotion recommendations.

**Applicability:**

This policy applies to all Georgia College faculty who are eligible for tenure and/or promotion.

**Related Policies:**

Promotion Policies: <http://gcsu.smartcatalogiq.com/en/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Promotion-and-Tenure/Promotion-Policies>

Tenure Procedures: <http://gcsu.smartcatalogiq.com/en/Policy-Manual/Policy-Manual/Academic-Affairs/EmploymentPolicies-Procedures-Benefits/Performance-Evaluations-Administrators-and-Faculty/Promotion-and-Tenure/Tenure-Procedures>

**Procedures:**

Academic Affairs will replace the Promotion Policies policy in the Policies, Procedures, and Practices Manual with the supporting document titled “Promotion Policies Document.” Academic Affairs will replace the Tenure Procedures policy in the Policies, Procedures, and Practices Manual with the supporting document titled “Tenure Procedures Document.”

**Guidelines:**

None.

**Forms:**

None.

**Contacts:**

Policy created by: Faculty Affairs Policy Committee (FAPC); fapc@gcsu.edu.

Policy implementation is the responsibility of the Office of Academic Affairs; 478-445-4715.

**Motion Number and Approval Dates:**

Sponsoring Committee: Faculty Affairs Policy Committee (FAPC) – 3/3/17

Motion Number: 1617.FAPC.002.P

See the University Senate online motion database for dates of approval by the various levels of governance.