Why are we revising our P&T procedures?
Our current procedure is a complex web of separate policies that are overlapping, inconsistent, and incomplete. They contradict other UI policies as well as unit/college bylaws. This complexity makes it difficult to understand and even more challenging to follow properly.

What are the goals of this revision?
1. To unify provisions of the FSH regarding the promotion and tenure procedure at all levels (unit, college, and university).
2. To help faculty navigate promotion and tenure by clarifying the procedure.
3. To free reviewers to concentrate on the candidate’s materials, not on complex procedures and process interpretation.

Are we changing our P&T criteria?
No. The proposed policy addresses the procedure for tenure and/or promotion evaluation. It does not change criteria for P&T evaluation.

What has changed from our current policy?
Many small changes have been made to provide clarity and create a better process. In addition, the following noteworthy changes have been introduced:
1. A single process for evaluating both promotion and tenure that also allows for evaluation of promotion or tenure alone as needed.
2. Clarity regarding the promotion of non-tenure track faculty.
3. Uniform committee structures across units/colleges and clearly defined criteria for committee membership.
4. Delegation of “administrative guidance” elements to the provost.
5. Uniform dossier requirements including content, submission timelines, and supplemental materials.
6. Further clarification of special circumstances.

Is this different than a version I saw last April?
Yes. It is very different from the version shared with Faculty Senate last April. The current version incorporates the input received last spring from several constituencies.

Where is the “redline” version of the old policy?
This policy incorporates the content of four existing FSH sections (3520, 3530, 3560, 3570) and guidelines addressed in many different unit/college bylaws. A “redline” version (i.e. one
that shows changes) would be nearly impossible to read and organize, therefore, a new policy was created. This new policy will be added in two new chapters: FSH 3500 and 3510.

**How do I know what has changed from our current policy?**
We have created a “map” that shows where corresponding policies are located between the new and old versions. This doesn’t include every single detail, but it will guide you to the general location of parallel issues.

**Who has already provided initial feedback?**
1. **Spring 2019**: Feedback was collected from Faculty Senate (1 meeting), Faculty Affairs Committee (FAC)(2 meetings), and unit administrators (2 meetings).
2. **Fall 2019**: Feedback was collected from Deans (2 meetings), associate deans (3 meetings), Faculty Senate (1 meeting), and FAC (2 meetings thus far).

**Can I provide feedback about this new policy?**
Yes! You are invited to provide feedback via an online survey: [P&T Policy Feedback Form](#).

**What if this policy is different from my unit/college bylaws?**
This policy seeks to include the entire P&T process so that procedures are not needed in unit or college bylaws (the most frequent source of current conflicts). FSH policies supersede bylaws so there will be an organized effort next spring to remove conflicting policy from bylaws.

**Why are clinical faculty not specifically addressed in this policy?**
Clinical ranks are addressed in FSH 1565. As a clinical faculty member goes through the P&T process, they fall under the “non-tenure track” provisions according to the appropriate rank.

**Who wrote the new policy?**
The initial draft was created by former Policy Coordinator, Liz Brandt. A small group of people familiar with the P&T process revised the policy throughout 2018-19 year (Liz Brandt, Torrey Lawrence, Anna Thompson, Mary Stout, and Kim Rytter). The policy is currently in the hands of the Faculty Affairs Committee (FAC). Revisions have continued in fall 2019 and feedback was collected from constituencies who have a direct role in the P&T process.

**What are the next steps?**
A final draft will be created after receiving input from the faculty. It will return to FAC for final consideration. If approved, it will require additional approval by Faculty Senate, University Faculty, President Green, SBOE, etc.

If approved, all administrative guidance materials will be updated by the Provost in spring 2020. Training will also be revised and provided to those directly involved in March 2020. The new procedures would go into effect on April 1, 2020.

**Questions?**
Contact Torrey Lawrence with questions ([tlawrence@uidaho.edu](mailto:tlawrence@uidaho.edu) or 885-7941).