

From [Dean Saitta <dsaitta@du.edu>](mailto:dsaitta@du.edu)

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To [Beto Juarez <Beto.Juarez@du.edu>](mailto:Beto.Juarez@du.edu) , [Ginger Maloney <gmaloney@du.edu>](mailto:Ginger.Maloney@du.edu) , [gpotts@du.edu](mailto:gpotts@du.edu) , [pbuirski@du.edu](mailto:pbuirski@du.edu) , [Tom Farer <tfarer@du.edu>](mailto:Tom.Farer@du.edu) , [james.herbert@du.edu](mailto:james.herbert@du.edu) , [Alayne.Parson@du.edu](mailto:Alayne.Parson@du.edu) , [rshoures@du.edu](mailto:rshoures@du.edu) , [Bruce Hutton <bhutton@du.edu>](mailto:Bruce.Hutton@du.edu) , [nallen@du.edu](mailto:nallen@du.edu)

Cc [Gregg Kvistad <gregg.kvistad@du.edu>](mailto:Gregg.Kvistad@du.edu)

Bcc [dsaitta@du.edu](mailto:dsaitta@du.edu)

Subject Promotion and Tenure, Again

Dear Deans—

Many thanks to those of you who've helped with the project described below. If others have promotion and tenure guidelines, policies, procedures, or criteria specific to their unit that they'd like to share with the Faculty Senate and AAUP chapter, we'd love to have 'em.

The **Faculty Review Committee Report** for 2005 (these reports are submitted annually to the Provost and Senate President) expressed a concern that *"...expectations for tenure are not clearly articulated in many departments, so that evaluating whether the standards were applied fairly could be extremely difficult."* The report urged greater clarity in stating expectations at the time of hire and any change in expectations at the time of application for promotion and/or tenure. It further urged that these *"expectations should be realistic given the [many] roles of faculty"* at the university.

The **"Junior Faculty Survey Re: Tenure and Promotion"** conducted by the Research, Scholarship, and Creative Work Task Force in spring 2007 [47 of 111 Assistant Professors Reporting (42.4%)] suggests that we still have some work to do in clarifying expectations. The survey indicates that 36% of responding junior faculty are "clear" about the tenure requirements in their unit, 18% are "fairly clear", 30% are "not very clear", and 16% are "not clear". With respect to the reasonableness of the expectations, 51% find them "realistic", 12% "maybe realistic", 15% "unsure", and 22% "not realistic". I'm not sure we're in a good spot as an institution if only around 50% of polled junior faculty are confident that they know what's expected of them on the tenure-track and that the expectations are realistic.

The documents we're requesting may not provide all of the information that's of interest to faculty. But they will allow us to do some comparing and contrasting of policies across campus in hopes of addressing concerns of the FRC and of our junior colleagues.

Many thanks,

Dean

Dean J. Saitta  
Professor, Department of Anthropology  
President, Faculty Senate  
President, DU Chapter AAUP  
University of Denver  
Sturm Hall 146-S  
2000 East Asbury Street  
Denver, CO 80208  
Phone: 303-871-2680  
Fax: 303-871-2437  
Web: <http://portfolio.du.edu/dsaitta>

Dear Deans,

We (our Faculty Senate and AAUP membership) would like to make the various Divisional, College, and School guidelines/policies for promotion and tenure available to faculty on the Senate and AAUP chapter websites. There's been some discussion of this before, but so far no result. Faculty often ask how tenure and promotion are

approached in the various units, so posting all of the policies would go a long way toward answering this question. It might also help to demystify the process at DU generally, which can't be a bad thing. The University APT and AHSS guidelines have been publicly posted for some time, so there's precedent. We have categories for each Division/College/School already established on the AAUP portfolio page (<https://portfolio.du.edu/pc/port2?page=6&uid=15048>), and they await filling in. Many thanks for your help with this project. Cheers,

Dean

Dean J. Saitta  
Professor, Department of Anthropology  
President, Faculty Senate  
President, DU Chapter AAUP  
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