

**Florida Gulf Coast University
Faculty Senate
Promotion Ad Hoc Team**

Objective

The objective of the Promotion Ad Hoc Team (PAHT) was to determine the feasibility for Florida Gulf Coast University (FGCU) to develop and implement a University Level Promotion Document.

Review

Members of the PAHT researched the promotion policies and procedures of nineteen public and private universities. These universities were selected from the custom comparison group, aspirational peer institutions, and/or current Carnegie designations by FGCU for the SACS report. It was our understanding that all of these were tenure granting institutions. Given this understanding, we decided to expand our search. Of the universities examined, eighteen had a tenure system with several institutions having a non-tenured track for full or part time faculty. The student and faculty population of each institution varied.

All institutions had University Promotion Documents. Many of the University Promotion Guidelines were found in a document (e.g., Faculty Handbook) and provided the general procedures for promotion, similar to our FPED. Most examples of University Promotion Documents were brief and concise similar to combining the CBA and FPED. The university level documents for promotion were found to be general statements of broad guidelines for promotion or an outline of what is to be included in the promotion

portfolio. All of these documents then referred to college and/or department promotion guidelines for specific criteria regarding evidence of teaching, scholarship and service.

In addition, several institutions had a University Committee. These university committees function in two ways: as an appeals committee and/or as a university wide review committee. At some universities, the university committee served as an appeals committee to resolve disagreements in previous recommendations. At other universities, the university committee functioned as an independent review for promotion. The PAHT also met with the Chairs of the Peer Review Committees from each College. The Chairs were generally satisfied with current committee structure and process, although concerns were raised by some units regarding promotion procedures for out-of-unit faculty, and issues relative to Instructor and Advisor representation on peer review committees. Chairs also supported the discussion of a University Promotion Document that could include general promotion guidelines.

Recommendations

The PAHT recommends the following:

- It is feasible for FGCU to have a University Promotion Document. This document would provide general guidelines and/or overview as to what should be included in the Promotion Portfolio or how one qualifies for promotion (e.g., educational qualifications, time in rank, experience).

- The University Promotion Document by no means would eliminate the individual College promotion guidelines that provide the standards of the evidence unique to each College.
- The process of developing the University Promotion Document might provide additional opportunities to clarify concerns regarding promotion and to help build a shared vision of matching the university mission to the promotion of faculty.
- In the development of the University Promotion Document, care must be given to the process to ensure shared governance and full engagement of the Faculty.
- The current CBA and FPED would have to be revised, as appropriate.
- The team also concurred that an additional review, such as, a Department Promotion Committee or University Committee, is currently not necessary unless the role of the committee is for appeals, special circumstances, and/or review of out of unit faculty.

Respectfully submitted,
Faculty Senate
Promotion Ad Hoc Team
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Approved by majority, September 28, 2015
Attachment 1: University Comparison Table