Memorandum

TO: All NMSU Faculty and Administrators of Academic Programs
FROM: Interim Executive Vice President and Provost Bob Moulton
DATE: 8/22/08
SUBJECT: Clarification No. 1 Regarding Implementation of 08/08 Revised Promotion and Tenure Policy

http://www.nmsu.edu/~fsenate/ptp/P%26TPolicy.pdf

As most of you are aware, the 08/08 Revised NMSU Promotion and Tenure Policy became effective at the beginning of this semester. The amended policy, at 5.90.5.4, No. 5 in the NMSU Policy Manual, provides that if the promotion and tenure policy is changed during a faculty member' s pre-tenure or pre-promotion period, the faculty member may elect to be evaluated by either the former or the changed policy. The purpose of this memo to provide clarification relating to our transition from old to new policies during the 2008-2009 academic year.

For 2008-2009, NMSU-Las Cruces candidates for renewal of annual contracts, tenure, and/or promotion must make a one-time election to be evaluated under the former or under the 08/08 revised NMSU Promotion and Tenure policy. Candidates must signify that choice by completing the attached form and placing it prominently in the application portfolio. Candidates may not choose a mix of old and new policies. It would not be appropriate, for example, to choose the new university policy, an old college policy, and a new department policy. Faculty review committees, department heads, deans, and the EVP/Provost will evaluate applications based on the NMSU policy selected by the candidate, and the corresponding college, department or equivalent unit policies.

The 08/08 Revised NMSU Promotion and Tenure policy, at 5.90.5.2, requires all colleges to elect a college promotion and tenure committee, and to establish a written policy for promotion and for tenure. The colleges written policies must comply with 5.90.3, Guiding Principles, and shall contain criteria and procedures for promotion and for tenure. The 08/08 Revised NMSU Promotion and Tenure policy also requires departments and equivalent units to establish a departmental promotion and tenure committee, and to establish a written policy containing criteria and procedures, in accordance with 5.90.3, Guiding Principles, and consistent with their college's criteria and procedures.

For 2008/2009, the NMSU community college candidates will follow their existing policies; because they have been granted extra time to make their policies more consistent with each other.

The drafts of the proposed new promotion and tenure policies received from the NMSU-Las Cruces colleges were referred to a group of faculty for review and comment. This group, recruited from the original Promotion and Tenure Task Force, is submitting their recommendations relating to approval to the Provost s Office. This review and approval process is being expedited, especially since the departments and equivalent units need them to ensure that their respective proposed new department and equivalent unit s policies will align with both the college and university policies.

In the event that a college or a department or equivalent unit s proposed new promotion and tenure policy has not received the requisite approval, and a candidate for renewal, tenure or promotion has elected to be evaluated under the new policy, the 08/08 NMSU Promotion and Tenure policy will govern and the former college or departmental criteria and/or procedures may be applied, to the extent they do not conflict with the 08/08 NMSU Promotion and Tenure policy.