

## IFAS Tenure and Promotion Committee

### 2014-2015 Annual Report

The committee consists of 11 members, of which 4 represented County Faculty and 7 represented State Faculty. The 2014-15 committee members were: Cliff Lamb (Chair), Samira Daroub, Jacquelyn Gibson, Phil Lounibous, Marjorie Moore, PK Nair, Grady Roberts, Steve Sargeant, Michael Sweat, Laurie Trenholm, and Brenda Williams.

In August 2014, the committee was tasked with reviewing three-year progress dossiers of 26 county-based faculty and 13 state-based faculty. Committee members were tasked with assigning each dossier a classification of unsatisfactory progress, needs improvement, or satisfactory progress.

In October 2014, the committee was tasked with reviewing tenure and promotion dossiers of 19 county and 34 state-based faculty. Assessments of the committee were presented to the Deans after completion of the committee assessments. The committee also summarized key factors to enhance the review process of committee members. These are listed below:

- 1) Comments associated with the dossiers:
  - a. The Extension section from State Specialists did not follow the guidelines for an Extension program and guidance should be considered for this in future years.
  - b. There were many formatting considerations that could be addressed:
    - i. Faculty should number lists of publications and lectures
    - ii. It is useful if faculty summarize their publications for each section
    - iii. Several dossiers failed to delete instructions and 'track changes'
    - iv. Faculty should adhere to page and word limits
- 2) In the future, using hyperlinks would be useful to access specific sections in the dossier
- 3) Unit leaders should be more explicit in describing anomalies in the packet
- 4) Units leaders should **STRONGLY** encourage faculty to attend T & P training
- 5) The committee found the dossiers that followed the T & P guidelines easier to assess
- 6) In some cases it would be helpful for the candidates to describe the unique aspects of their position in the dossier.

Grady Roberts has been assigned as chair for the committee in 2015-16.

Report submitted 28 September 2015

Cliff Lamb, IFAS T&P Committee Chair