

At present, there is no clear definition of 'Conditions to be Removed' or a process for removal in the Faculty Handbook. Section II F, which discusses this term reads as follows:

F. PROBATIONARY CONTRACTS WITH CONDITIONS TO BE REMOVED

In addition to the provisions of II.E, Probationary Contracts, where a probationary reappointment is made with Conditions to be Removed (see Section V.A., Eligibility), the condition shall adhere to University standards and be specified in writing and conveyed to the faculty member by the person or committee which recommends imposition of the conditions. The existence of conditions shall be clearly stated on the contract.

This proposal changes every occurrence of 'conditions to be removed' to 'conditions to be resolved by the candidate'. This change will retain the ability of the RPT committee or administrators to indicate areas of concern with the candidate's performance and give the candidate a clear idea of needed improvement. Additionally, a requirement is added for the RPT committee, chair, dean, and provost to address the conditions to be resolved in the candidate's assessment the following year.

The changes would be as follows:

Section II. C

4. PROFESSOR

Reappointments of a professor will be for one-year terms, provided that the total time in probationary appointments, including University-recognized credit for prior service, does not exceed seven years. If a professor does not receive grant of tenure before the end of the sixth year of probationary appointments, including University-recognized credit for prior service, the contract for the seventh year shall be a terminal contract. (See Sections II. E., Probationary Contracts, and II. F., Probationary Contracts With Conditions To Be Resolved by the Candidate.)

Section II. F

F. PROBATIONARY CONTRACTS WITH CONDITIONS TO BE RESOLVED BY THE CANDIDATE

In addition to the provisions of II.E, Probationary Contracts, where a probationary reappointment is made with Conditions to be Resolved by the Candidate(see Section V.A., Eligibility), the condition shall adhere to University standards and be specified in writing and conveyed to the faculty member by the person or committee which recommends imposition of the conditions. The existence of conditions shall be clearly stated on the contract. In the academic year following the imposition of "conditions to be resolved by the candidate," it is the responsibility of the department RPT Committee, the department chair, the dean, and the provost to specify whether or not in their view the candidate's materials show that the condition(s) has(ve) been adequately addressed.
