

Question to Senate

There appear to be vast differences in the performance expectations at re-appointment for professors in different faculties. In extreme cases, this review takes the form of a "mini-tenure," thus subjecting candidates to two tenure considerations. The process creates tremendous stress and anxiety. Some time ago, the Provost promised to speak to Deans across the faculties and determine if standards had become more stringent and if standards were being applied consistently.

Question: 1 Does the Provost now know if the re-appointment process has become a "mini-tenure" experience in some faculties? If so, how will the Administration let prospective faculty members be aware of this practice?

Q2. If the Provost does not support this process, does he intend to develop an even playing field for all faculties with regard to the re-appointment process, in the same way that we have tenure values set by Senate rules which each Faculty adopts to suit its specific situation? If so, can the provost give us a time frame by which such a policy will be drawn up?

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