

III.C. Procedures for the Evaluation of Faculty

1. Tenure-eligible and Tenured Faculty

Though specific procedures and standards among the several faculties of the College vary, the criteria for retention, tenure, promotion, and annual merit evaluation of tenure-eligible and tenured faculty members throughout the College shall include: possession of the professional education, experience, and degrees appropriate or necessary for their duties; conscientious and effective teaching with proper command of the material of their fields, and helpfulness to their students; significant contributions to their fields through research and scholarly or creative activity, and through professional service; and responsible participation in College governance. Further criteria and procedures specific to the type of review are set forth in Section III.C.1.a. b., and c. below.

If a misconduct matter relevant to a faculty member's record of teaching, scholarship, and service arises during the retention, promotion, or tenure process, that process shall be stayed while normal Faculty Handbook procedures are followed and the matter resolved.

III. F. ALLEGATIONS OF VIOLATIONS OF POLICY

1. General Principles and Procedures

n. Sanctioned Misconduct Relevant to Retention, Promotion or Tenure Criteria

If a misconduct matter that was finally adjudicated under III.F and resulted in an affirmative finding of a violation is determined by the Provost or Faculty Hearing Committee during the III.F process to be relevant to a faculty member's record in teaching, scholarship or service, then the officer issuing the sanction will state so in writing as part of the sanction. The faculty member may challenge the determination that the misconduct is relevant under section III.G, but any grievance must be filed within sixty days of the sanction. ~~The faculty member shall address the materiality of the misconduct on the retention, promotion or tenure criteria in a confidential statement (distinct from the personal statement) that is submitted only to the relevant retention, promotion or tenure committee and dean under III.C.1. as part of any future retention, promotion or tenure process.~~

If the determination stands, the final report and outcome (redacted as necessary) is included in the materials reviewed by those on-campus considering the case for tenure, promotion, or retention. The faculty

member may address the materiality of the misconduct on the retention, promotion or tenure criteria.