

Joint Statement on RTP Guidelines
March 2010

During the recent contract negotiations, the issue of RTP guidelines was discussed extensively. As stated in the Collective Bargaining Agreement (CBA), both the UA administration and the AAUP agree that each academic unit should have its guidelines approved by the end of the spring semester. This will require everyone's cooperation, and approvals by the appropriate Chairs/Directors, Deans and the Provost.

The main principles and issues that were agreed to during the negotiations are listed below.

- It was affirmed that the RTP process should be fair, consistent and faculty-driven. 'Fair and consistent' means that guidelines must be written clearly so that faculty undergoing RTP evaluation know what is expected of them, and that the criteria and processes used do not conflict with the CBA. 'Faculty-driven' means that academic units may specify the criteria and processes that are appropriate for their discipline.
- Criteria for tenure and promotion may be qualitative in nature, quantitative in nature, or a combination of both. However, 'clear and specific minimum criteria' must appear for tenure, promotion to associate professor, and promotion to professor. Attainment of the minimum criteria should never be considered a guarantee for promotion or granting of tenure. In addition,
 - For promotion to professor, the CBA states that "... guidelines shall enumerate clear and specific minimum criteria that clearly distinguish the requirements of the professor rank from those for obtaining tenure." Our verbal agreement was that this implies that the two sets of criteria must be different, but that the differences may be purely qualitative – the same quantitative requirements may be used.
 - For academic units that wish to permit early promotion to associate professor, the CBA states that "...guidelines shall enumerate clear and specific minimum criteria that a candidate must meet to be recommended for such a promotion. However, such a promotion to associate professor does not guarantee a subsequent recommendation for tenure."
- Discussions, decisions and reports must be made by the entire RTP Committee. Subcommittees may be formed – for example, to conduct peer evaluations of classroom teaching – but the subcommittees do not have the authority to make decisions or generate reports.

As the approval process proceeds across campus, updates will be distributed to provide guidance to academic units with unapproved guidelines. With your cooperation, we can complete the approval process by the end of the semester.