

Proposition: 07-13/14

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Proposed Committee Assignment: Faculty Affairs

Assigned Committee: University Affairs

Title: A proposition to change section 5.90.4 of the NMSU Policy Manual, Criteria for Promotion and Tenure

Proposal:

Change section 5.90.4 of the NMSU Policy Manual, Criteria for Promotion and Tenure, to read:

Criteria for Promotion and Tenure

When considering applicants for promotion and tenure, serious attention will be given to performances in the applicable areas of: teaching and advising (or its equivalent); scholarship and creative activity; service; extension and outreach; and, where applicable in these areas, leadership. The relative importance of each of these areas varies according to the cumulative allocation of effort statements. Each area is vital to the university's ability to achieve its mission, and the performance of a faculty member will be viewed as an indication of future contributions.

Rationale: The current policy wording may cause confusion whether leadership pertains to the four applicable areas or establishes a fifth area. Since there are no references in the policy manual indicating that leadership constitutes its own area in allocation of effort, the proposed change would clarify the intent that leadership in the areas of teaching and advising (or its equivalent); scholarship and creative activity; service; extension and outreach may be assessed and does not constitute an additional area. Relatedly, changing the commas to semi-colons helps to clarify that service is separate from extension and outreach.