

**Proposition: 13-13/14**

**Date Submitted: March 19, 2014**

**Sponsor:** Tom Smith (A&S), Laurie Abbott (ACES)

**Proposed Committee Assignment:**

**Assigned Committee:**

**Title:** A proposition to change sections 5.90.4, 5.90.4.4 and 5.90.4.5 of the NMSU Policy Manual clarifying criteria for promotion and tenure and descriptions of service and leadership

**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.

Change section 5.90.4.4 of the NMSU Policy Manual, Service, to read:

Service

Service, including holding administrative roles, is an essential component of the university's mission and requires that the faculty member contribute to the organization and development of the university, as well as provide service to any local, state, national or international agency, organization or institution needing the faculty member's professional knowledge and skills.

Change section 5.90.4.5 of the NMSU Policy Manual, Leadership, to read:

Leadership

In demonstrating leadership, candidates must show that they are having a considerable and well-documented impact in the applicable areas of: teaching and advising (or its equivalent); scholarship and creative activity; service; and/or extension and outreach, an impact as evidenced by the candidate's scholarship and creative activity, and contributing to the advancement of the university. ~~which may include administrative roles in which considerable and well-documented contributions to the university have been made.~~

**Rationale:**

For 5.90.4, the current policy wording may cause confusion whether leadership pertains to the four applicable areas identified as criteria used to inform promotion and tenure decisions, or if it should be considered an independent, 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; and/or extension and outreach may be assessed and does not constitute an additional area. Relatedly, changing the commas to semicolons helps to clarify that service is separate from extension and outreach.

For 5.90.4.4, the current policy does not clearly specify which of the criteria identified in 5.90.4 is aligned with administrative roles. Therefore, this may cause confusion amongst faculty or inconsistency between departments when faculty members holding administrative positions are under consideration for promotion or tenure. The addition of administrative roles to the description of service is appropriate and allows faculty holding administrative roles to receive recognition for these roles in their allocation of effort and annual performance evaluations.

For 5.90.4.5, the current policy pertaining to leadership mentions only one area—scholarship and creative activity—yet leadership may be demonstrated in any of the four areas listed as criteria for promotion and tenure. The revised wording clarifies that leadership may be demonstrated in any of the areas identified as criteria used for promotion and tenure decisions as specified in 5.90.4.