

The following statements serve as an addendum to the Department of World Languages and Cultures’ “Guidelines for Faculty Evaluation, Reappointment, Promotion and Tenure” (Adopted 7/2002 and revised 4/16/2015 by departmental vote) and the Department of Anthropology’s “Faculty Governance Document” (approved and revised by departmental vote Fall, 2012) The first part deals with policies regarding preliminary review and promotion and tenure for all assistant professors of the two aforementioned departments who are pre-tenure as of July 1, 2016. The second part provides a policy on associate professors in either department who seek advancement to full professor before April 1, 2021.

The reason for this addendum is to ensure the fairness and clarity of the preliminary review and promotion and tenure process as the two departments finalize their merger. Assuming the two departments merge into a single department on July 1, 2016, the following transition arrangements are meant to clarify how pre-tenure assistant and tenured associate professors will be evaluated for preliminary review or for promotion and tenure following that date. These arrangements apply to all assistant and associate professors in the merged department as of July 1, 2016. Any case for promotion and tenure or promotion to full professor after April 1, 2021, will follow the guidelines established in the new governance document of the merged department. It is expected that when the new guidelines are in effect after April 1, 2021, all faculty from both departments will be reasonably knowledgeable about each other’s research, teaching, and service.

Policy on Preliminary Review and Promotion and Tenure for Assistant Professors in the Departments of Anthropology and World Languages and Cultures who are pre-tenure as of July 1, 2016

The Promotion and Tenure Transition Arrangement

All pretenure assistant professors will undergo preliminary review and/or tenure and promotion according to the standards and guidelines that were in effect in their respective departments before July 1, 2016; they will not be evaluated on the basis of any new guidelines being developed and adopted by the merged department after July 1, 2016. This policy will remain in effect until each of the individuals have completed the preliminary review and promotion and tenure cycles and will include any extensions of the tenure clock that have been or will be granted by the Provost.

Eligible Voting Members

All tenured faculty of each respective department will vote on the preliminary review and P&T cases just as they would under their department’s guidelines prior to reorganization. Barring any retirements and resignations, the tenured faculty eligible to vote on the preliminary review and promotion and tenure of the above-mentioned assistant professors by department will be:

	Anthropology	World Languages & Cultures
Eligible Voting Faculty as of July 1, 2016	Grant Arndt Sebastian Braun Matthew Hill Jill Pruetz Maximilian Viatori	Linda Quinn Allen Kevin Amidon Dawn Bratsch-Prince <i>(if no longer Associate Provost)</i> Melissa Deininger Julia Dominguez Chad M. Gasta <i>(if no longer WLC Chair)</i> Rachel Haywood Ferreira

Tonglu Li
Francis Mariner
Eugenio Matibag
Olga Mesropova
Margaret Mook
Aili Mu
Cristina Pardo-Ballester
Mark Rectanus
Elisa Rizo
Stacey Weber-Feve

Additionally, any of the pre-tenure assistant professors who are promoted to associate professor during this time period will be eligible to vote on subsequent preliminary review and promotion and tenure cases in the department of which they were a member prior to the merger. Finally, any associate or full professor hired with tenure after July 1, 2016 will be considered eligible voting faculty for preliminary review and promotion and tenure cases according to the department with which s/he would most likely have been associated before the merger (i.e. either Anthropology or WLC).

Policy on Promotion to Full Professor for tenured Associate Professors in Anthropology or World Languages and Cultures as of July 1, 2016

All associate professors in either department who seek advancement to full professor will do so following the guidelines for promotion of the department to which they belonged prior to the merger. In these cases, the faculty review committee and voting members will be assembled as per the guidelines of either department prior to the merger. Any full professor hired with tenure after July 1, 2016 will be considered eligible voting faculty for preliminary review and promotion and tenure cases according to the department with which s/he would most likely have been associated before the merger (i.e. either Anthropology or WLC). This policy will remain in effect up to April 1, 2021, and will include any promotion cases sent out for external review before this date.

Role of the department Chair

In all promotion and tenure cases, the Chair of the merged Department of World Languages and Cultures will serve as the Chair of all of these P&T cases irrespective of which department they belonged to prior to reorganization.

Merger Suspension

If the proposed merger is officially suspended for any reason, these policies contained herein are voided, and all affected pre-tenure assistant or associate professors in each academic unit will be evaluated for preliminary review, and promotion and/or tenure, or promotion under the guidelines adopted by each department prior to reorganization.

Archives

A copy of each department's promotion and tenure guidelines prior to reorganization will be kept on the WLC website until each of the pre-tenure assistant professors have completed their promotion and tenure cycle or resigned from their position, whichever comes first, and until April 1, 2021 in the case of those holding the rank of associate professor at the time of the merger.