

## **Faculty Handbook Review Committee**

*The committee has unanimously approved the following changes:*

Dismissal procedures throughout the handbook include the following phrase:  
“Dismissal shall not be used to restrain faculty members in their exercise of academic freedom or other rights of American citizens.”

The proposed change in language is:

“Dismissal shall not be used to restrain faculty members in their exercise of academic freedom, Constitutional rights, or other applicable rights of American citizens.”

(3.5.1.J., 3.5.2.K., 3.5.3.K, 3.5.7.H, 3.5.8.L, 3.9.2, identical wording in all instances)

These proposed changes have been discussed and agreed upon with University Counsel and the Auburn AAUP leadership.

## Proposed Handbook Changes

*Approved by the Faculty Handbook Review Committee, 06/08/2020*

These changes accomplish two things: They enact the move from Librarian and Archivist titles to Professorial titles, as approved by the Senate, and also make changes to the requirements for external letters in tenure and promotion cases that have been requested by the University Promotion and Tenure Committee.

### 3.3.2 Kinds of Appointment ‡

Members of the faculty of Auburn University are appointed to temporary, probationary, tenured, or continuing positions. Joint appointments, where half the appointment is a faculty appointment, fall under one of these classifications.

The professorial faculty includes the ranks of instructor, assistant professor, associate professor, and professor, ~~and their equivalents of librarian and archivist I, II, III, and IV~~. The equivalent ranks for librarians and archivists apply here and throughout this document. Except for the ranks of instructor, ~~librarian I, and archivist I~~, these are tenure-track positions.

### 3.6.4 Eligibility for Promotion and Tenure ‡

There is no fixed requirement ... retain the position of full-time employee.

Except in highly unusual circumstances, a faculty member holding the rank of assistant professor, ~~librarian II, or archivist II~~ recommended for tenure should be recommended for promotion to associate professor, ~~librarian III, or archivist III~~ as well. However, recommendation for promotion at this level does not necessarily entail recommendation for tenure, since the criteria for tenure, which include collegiality, are more exacting than the criteria for promotion. Recommendations for promotion and tenure must be voted separately.

There are no fixed quotas for tenured positions or for the various ranks established for colleges, schools, or departments.

### **3.6.5. Policy and Procedure for Promotion and Tenure ‡**

#### **C. Information on the Candidate:**

##### ***(2). Information to Be Supplied by the Candidate:***

d. A list of scholarly contributions in accord with the following outline. A candidate should present their work as informatively and accurately as possible. A candidate should cross-reference work that falls in two areas (e.g., “See X.x.”). ~~Librarians and archivists~~ Faculty employed by the University Libraries should interpret teaching to apply to performing as a librarian or archivist and adapt the following outline accordingly.

##### ***(3) Information to Be Supplied by the Department Head/Chair***

Information should be supplied in each of the following areas:

#### **A. Teaching**

**3. Letters from thesis/dissertation students.** ~~Librarians and archivists~~ Faculty employed by the University Libraries may include letters from members of the academic community outside the library. Supporting letters in this category are optional. No more than three should be included.

#### **E. Confidential Letters from Outside Reviewers**

The department head/chair (or the dean) shall solicit information from outside ~~references~~ evaluators in the case of candidates nominated for associate or full professor, ~~librarian III or IV, or archivist III or IV~~. In consultation with the candidate and the faculty voting on the candidate, the head/chair (or dean) shall compile a list of potential evaluators. ~~They~~ The head/chair shall then seek responses from at least three of the potential evaluators. These evaluators shall be people outside of Auburn University who are nationally or internationally acknowledged experts in the candidate’s field and can comment on the quality and reputation of the

candidate's work. ~~If the evaluator is from an academic institution, they~~ In the case of a candidate seeking promotion and/or tenure, evaluators shall be of higher academic rank than the candidate. Letters from the candidate's major professor for a graduate degree, from former graduate students, and from ongoing research partners are unacceptable. Evaluators may be associated with industry, government agencies, foundations, etc. If these letters arrive in time, they shall be made available to the voting faculty; otherwise, they shall be sent on to the Promotion and Tenure Committee. The letters from these outside ~~referees~~ evaluators shall remain confidential and shall not be made available to candidates at any time.