

Tenure, Promotions, and Professional Development Committee (TPP)

Final Report of Activities for 2019 – 2020

May 28, 2020

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The TPP was charged in May, 2019 with executing its responsibilities under Regents' Bylaw 5.09 regarding the possible dismissal of a tenured faculty member. The TPP constituted a Hearing Committee that consisted of all the TPP members with the exception of two members who were not tenured faculty members, and one who had a perceived conflict of interest. The Hearing Committee was chaired by Professor Karen Staller. The **Final Report of the Hearing Committee** was submitted to SACUA on December 18, 2019.

During the Fall semester, the Regents charged the Provosts with revising Regents' Bylaws 5.09 and 5.10. A Faculty Working Group was appointed to make recommended changes to the Regents. Because of its unique experience and expertise, the TPP wished to provide input to the Working Group, but this proved difficult because of the faculty dismissal case and possible legal risk to the University. The TPP offered to meet with the Working Group, but the Working Group was not able to accommodate this. The Working Group publicly shared proposed recommendations for the Bylaw revisions, and held four faculty town halls in January, 2020. The TPP identified numerous concerns about a proposed, highly problematic parallel review process for suspending a respondent faculty member's salary. The TPP mobilized a response by publicizing these and other specific problematic issues in two widely circulated documents, **"Review of Regents' Bylaws 5.09, 5.10 Revisions Proposed by the Provosts' Working Group"** and **"UM Faculty Alert: Revisions to Regents' Bylaw 5.09"**. The Working Group incorporated the TPP suggestions into its Final Report to the Provosts on February 16, 2020. The Regents released final proposed revisions to the Bylaws in April, which unfortunately reinstated the problematic salary suspension process. The TPP formulated a **Memorandum to the Regents, "Re: Proposed Revisions to Regents' Bylaw 5.09"** and submitted it to Vice President Sally

Churchill on May 1, 2020. The Regents did accept one minor tweak suggested by the TPP, but adopted the final version of the revisions that includes the problematic salary suspension process at their meeting on May 21, 2020. The TPP would have provided public comment at the Regents' meeting to register faculty objections, but felt that this could again cause legal risk to the University.

Central to Bylaw 5.09 proceedings is the function of the Office of Institutional Equity. The TPP discussed and identified a number of issues, many of which are long-standing concerns documented in SACUA's Report on OIE Procedures and Conduct (March 9, 2015). The TPP met with the new OIE Director, Tami Strickman, on April 9, 2020, by videocon, and shared a document with her on April 8, outlining the TPP recommendations that: 1) OIE develop protocols for the type of evidence and sources to prioritize, 2) OIE develop protocols for how investigations are carried out, and 3) the gathering of information, the determination of findings, and the determination of consequences, all be carried out independently by different individuals or entities. **The TPP suggests that a task force be jointly appointed by SACUA and OIE** to review these, and other issues, and to make recommendations. It was a promising first meeting, and Strickman seems amenable to further discussion of the TPP's concerns. It is strongly encouraged to continue pursuing these issues.

The TPP met in person on January 7, January 20, and February 13, 2020; and by videocon April 9, and April 27. In addition, the Hearing Committee met in person a number of times between August and December, 2019.