

SFOS Faculty Governance

- Senate Role (Senate President, Paul Layar)
- Promotion and Tenure Issues
- Research and Academic Faculty
- Mentoring and Best Practices

Current Faculty Status

- 55 SFOS faculty
 - 41 Tenure Track
 - 13 Assistant
 - 8 Associate
 - 20 Full
 - 14 Research Faculty
 - 10 Assistant
 - 2 Associate
 - 2 Full

Promotion and Tenure Process

Old System (pre-Union)

Campus wide

Dean

Director

Program Head

Peer SFOS wide vote

Peer Sub-committee vote

Candidate

Promotion and Tenure Process

Old System (pre-Union)

Campus wide

Dean

Director

Program Head

Peer SFOS wide vote ←

Peer Sub-committee vote ←

Candidate

No longer allowed

CBA “Two peer votes”

Promotion and Tenure Process

(Current system...SFOS vote 4 cycles ago)

Campus wide

Dean

Director

Program Head

Peer SFOS wide vote

Unit Criteria (FITC, MAP, FISH, IMS)

Candidate

Promotion and Tenure Process

(Current system...SFOS vote 4 cycles ago)

Campus wide

Dean

Director

Program Head

Peer SFOS wide vote

Unit Criteria (FITC, MAP, FISH, IMS)

Candidate

Less than 10 votes

Little pre-vote discussion

Busy, travel, not in area

Promotion and Tenure Process

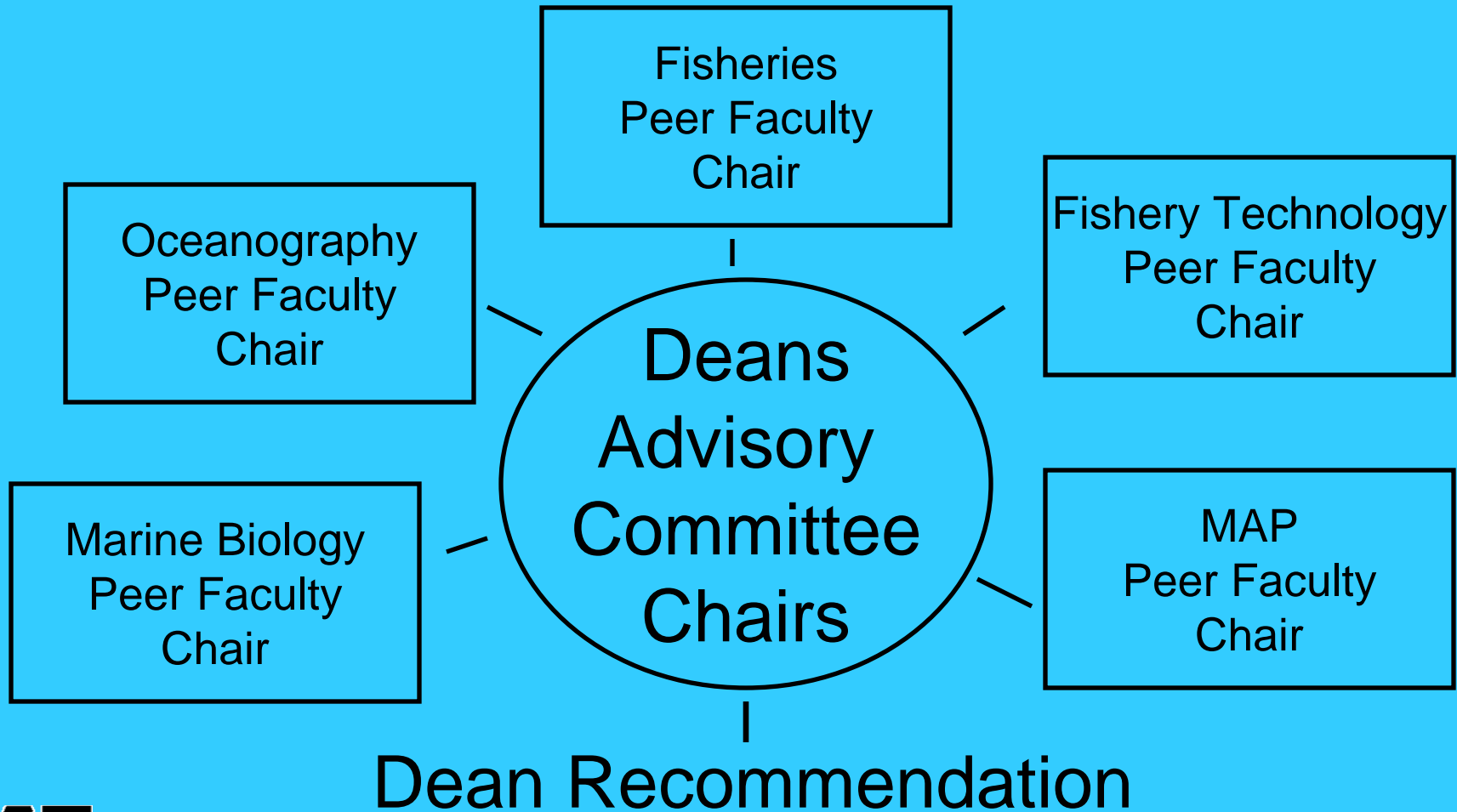
Proposed System Combination

Pre-Union Method

Promotion
Tenure

Current SFOS wide

Promotion and Tenure Process



Promotion and Tenure Process

Issues to Consider

- Unit Criteria? SFOS → Unit → Discipline
- Role of Directors and Program Heads?
- If degree becomes “Marine Science”?
- We need to fix current process NOW

Promotion Process Research Faculty

- Current process: Organized by Provost
- “Peer” = all research faculty on campus
- Provost sets up special review team

- Propose:
 - SFOS research criteria
 - Issue: How match with division Unit Criteria? Issue?

Promotion Process Mentoring Program

- Current SFOS level mentors by division
 - IMS Example: Faculty Director Request
- Formalize Process
- Better utilization of UAF mentoring
- “Best Practices” P&T document draft
- Fourth year review is critical