

College of Science Promotion and Tenure for FRAs and RAs

7-1-2021

The university guidelines for promotion of FRAs and RAs are overly complicated. In almost all cases these faculty members work for a direct supervisor, who is providing the financial support for the positions. I suggest the following procedure for such cases.

The direct supervisor needs to inform potential candidates of their rights to ask for intensive review for promotion after the full time equivalence of 3 years of service in the position. This has to be done the latest in Winter before the AY of review.

The candidate notifies the unit head of the request for consideration.

The direct supervisor writes a supervisory letter to be included in section seven of the dossier.

Four letters have to be requested, but they can be from individuals inside the unit.

The direct supervisor is not part of the unit PandT committee. The unit PandT committee invites the direct supervisor for comments on the case, since they do not have access to the supervisor letter.

Voting members on the unit committee can be all professorial rank faculty members (tenure-line and fixed-term) and all higher ranked faculty members in the same job category. Instructors, FRAs, and RAs do not evaluate each other is the current interpretation of the guidelines.

All unit procedures are followed and the dossier is submitted to the college.

Since the job duties of FRAs and RAs are very specific to the units, the college will rely heavily on the outcome of the unit level evaluation. The following procedure is suggested for the college committee.

One full professor reads the dossier. If the unit level decision was positive, and the reader does not notice any problems in the dossier, the following abbreviated procedure takes place. The college vote is positive and the committee writes a very short letter expressing that opinion. In all other cases the college committee will discuss the dossier and proceed as usual. Instructors do not participate in these discussions.