**Faculty Ethics and Tenure Committee 2018-19 Academic Year**

(Lynne Stokes (Dedman III and Chair); Luigi Manzetti (Dedman II); Alyce McKenzie (Perkins), Beverly Dureus (Law); Scott Davis (Simmons); John Lamoreaux (Dedman I); James Dunham (Lyle); Hye Jin Yoon (Meadows); Amit Basu (Cox)

This report describes the work our committee has done on several issues during this academic year.

1. Our charge this year:

Evaluate criteria and standards for tenure and promotion across the university to ensure relative parity and clarity.

We reviewed proposed changes to the university policy on tenure and promotion that was sent to us by Doug Reinelt. The proposed changes were on abbreviated tenure and accelerated tenure review (section 8) and extension of the probationary period (section 7) of the university tenure document. (See appendix.)

The committee made some suggested minor clarifications of wording (e.g., define “Accelerated Tenure review”; more consistency in use of the term research/creative activity, instead of just research). Luigi and I met with Doug to discuss the changes in January 2019. We also brought to his attention a few other discrepancies between schools, such as whether the dean’s office hears minority views when there is a split in department vote. I am not aware of whether these changes have been finalized or not.

2. Lyle case

In January we had a complaint by a faculty member regarding his reassignment to a different department, to which he objected. Our committee met three times to hear witnesses and consider the case. A subset of the committee also interviewed the Lyle dean. From this information we made recommendations, which we passed along to the provost.

3. Sexual harassment case

We are currently considering a sexual harassment case. A subcommittee (6 members) was trained on university policy. The university retained an outside lawyer to work with us.