Proposed changes to Statement 11 for “Bridge Professorships” within AS&E
April 9, 2015

Rationale for these changes
The AS&E Tenure and Promotion Committee was charged with providing a new set of guidelines outlining the tenure and promotion review process for faculty who will be seeking tenure and promotion in more than one department. Hereafter, such positions will be called “Bridge Professorships.”

According to the Office of the Provost, “Bridge Professors will hold tenure (or its equivalent) in at least two units. During the initial five years of their appointments, Bridge Professors will be partially supported by funds from the Provost’s Office. The goal is to have at least 5 to 10 Bridge Professors on campus once the program reaches maturity.” Therefore, it is important to keep in mind that the procedures described in this memo will apply to a very small number of cases, all of which are likely to be lateral hires in which the candidate already has tenure at another institution. For this reason, subcommittee meetings with outside experts are not included in these procedures.

Although Bridge Professors could seek tenure in AS&E and outside of AS&E, the procedures outlined here apply only to Bridge Professors whose departments fall within AS&E. The T&P committee has discussed what procedures in more complex cross-school appointments might look like, but discussions with other schools has not yet begun.

All references to Statement 11 in the procedures below refer to Part 3: Expedited Lateral Hires.

PROPOSED BRIDGE PROFESSORSHIP TENURE PROCEDURES INVOLVING TWO OR MORE DEPARTMENTS WITHIN AS&E

These tenure and promotion procedures will apply to any faculty member who was hired as a “Bridge Professor” within AS&E. A Bridge Professor will hold tenure (or its equivalent) in at least two units.

1. Development of joint preparator panel: A joint preparator panel will be formed with one member from each department. The preparators will work together to prepare the case, following the procedures outlined in steps 1-4 in part 3 of Statement 11.

2. Choosing External Evaluators: In consultation with their departments, the preparators will work together to compile a joint list of external evaluators. The list should balance the disciplinary concerns of the departments. They will each present this list to their own departments, along with a set of names offered by the candidate independently. The procedures should follow those outlined

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in steps 5-7 in part 3 of Statement 11. At departments’ meetings, the departments will consider the external evaluators suggested by the preparatory panel and the candidate and suggest changes, if necessary. After each department has discussed the list and provided feedback, the preparatory panel will meet to finalize the list and forward it to T&P. A total of 5 letters is needed for the dossier. With the approval of T&P, 2 outside letters may be included from those obtained during the hiring process. In this case, the letter writers should be asked explicitly to address the candidate’s qualifications for a tenured position. If this issue was not addressed at the time of the search, an addendum should be requested.

3. **Information given to departments**: The departments will have access to all of the usual materials involved in tenure cases (outlined in Statement 11) and will use that material in their evaluations. The procedures for department meetings, voting, department statements, and confidential letters outlined in Statement 11 (steps 8-13 in part 3) will apply.

4. **T&P meeting**: All procedures regarding how the T&P Committee operates outlined in Statement 11 apply (steps 15 & 16 in part 3).

5. **Dean and Provost Evaluation**: The Deans will make their individual recommendations on the case to the Provost and President. If T&P recommends tenure, but one of the participating departments or deans does not, the Provost may recommend that the tenure sit only in the department and/or school that recommended tenure.

6. **Promotion to Full after Having Tenure across Schools**: For a faculty member hired in more than one school as an associate professor, subsequent promotion to full professor will proceed in a similar fashion, with a joint preparatory panel formed across departments.