**Subject:** RTP Policy from FAC

Hello Virgil:

Greetings from the Faculty Affairs Committee.

As you are aware, yesterday the FAC held a brown-bag session to receive further feedback from senators on the RTP policy revisions we have been working on for the last two years.

Our discussion also benefited from the perspective of several faculty who have served on the UTRPC and who spoke to their challenges in working under the current policy.

After deliberating on the feedback received, today we made some further revisions to the policy, which we are hoping will be including as a second reading item at the next Senate meeting.

The changes in blue highlighting in the attached version, **in sections O and P**, have to do with the issue of early tenure and promotion and are as follows:

1. We have eliminated the language requiring numerical scores of two 5s and one 4 to be granted early tenure.

2. In order to provide for more flexibility to encompass different cases that could be made for early tenure, we have included the adverb “normally” in the sentence "Early tenure [or promotion] is normally reserved for those whose accomplishments have brought widespread recognition…”

3. We have included language to allow for the consideration of sustained contributions by former lecturers later hired to the tenure track when determining an applicant's worthiness for early tenure/promotion.

4. We have slightly changed the language regarding the difference between scores during retention reviews and scores during tenure/promotion reviews to offer more clarity.

These changes reflect the FAC's good faith attempt to balance the concerns we heard with our charge to improve the clarity of the existing policy and maintain standards of excellence for the RTP process.

Please let us know if you have any questions.