

Dear Roanoke College Faculty,

As the College works on an administrative restructuring, many faculty might feel anxiety related to how this could affect the tenure and promotion process.

The Faculty Personnel Committee (FPC) wants to assure you first that any changes in administrative structure will not affect the tenure and promotion standards or the current structure of the evaluation process for tenure and promotion (T&P) that have been voted on and upheld by the faculty.

Whatever restructuring occurs will have some effect on the evaluators, but the goal is to keep the process with the people best qualified to assess the candidate's work.

We cannot provide full details of all changes as restructuring is still underway, but FPC and the Dean's Office commit to the following:

- For faculty pursuing tenure and/or promotion to associate professor: all faculty members hired under the current handbook (which reflects the administrative structure of departments) will be able to choose to follow the current handbook or the new language written to reflect the new administrative structure. After earning tenure and/or promotion to Associate Professor, they will be expected to use the new version for any future promotion.
- For faculty pursuing promotion to Full Professor: all faculty members tenured under the current version who plan to go up for Full Professor within seven (7) years of adoption of the new administrative structure may choose between the current and new version. Eight (8) years after the adoption of the new administrative structure, all candidates must go up for full professor using the new version.

This framework is unanimously supported by FPC, the Faculty Affairs Committee (FAC), and the Dean's office. Please reach out to any members of FPC if you have any questions.

Best,
Leslie Anne Warden
Chair, Faculty Personnel Committee AY22/23