



September 20, 2022

Barbara Rodriguez, Senior Vice Provost
Office of the Provost/Executive Vice President for Academic Affairs
The University of New Mexico
via e-mail: svp@unm.edu

RE: Inclusion of Annual Review Information in a Candidate's Dossier for Promotion and Tenure

Dear Senior Vice Provost Rodriguez,

I am writing to let you know that the Academic Freedom & Tenure (AF&T) Committee has discussed the issue regarding the inclusion of only a chair's summary of annual reviews in a faculty candidate's dossier materials for the tenure and promotion process, in place of the full annual reviews.

Faculty Handbook Section B4.3.1. states "this review shall take account of the annual reviews of the faculty member." On page 15 of the Academic Year 2022-23 P&T Guidelines posted on the Provost's website, the chart indicates that the materials uploaded by the department for annual reviews should be a "Chair's summary of the candidate's annual performance reviews." However, there have been concerns raised that a chair's summary might not be reflective of the full scope of the annual review, especially since the faculty candidate would not have input or access to what is included in the summary. Requiring a summary, in lieu of the full evaluations, may also place an additional burden on the chair.

On September 16, 2022, after discussion, a motion, and then a vote, the AF&T Committee formally affirmed AF&T's position on the matter that full annual reviews should be included in the materials for the promotion and tenure process, and not a summary from the department chair.

Please do not hesitate to reach out to me if further discussion or clarification is needed from the AF&T Committee on this issue.

Sincerely,

Sever Bordeianu

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Chair, University Academic Freedom and Tenure Committee