

Our savvy negotiator and grievance officer, Matt Hyle asks:

Did you know that under Article 25, Section A, Subd 3 faculty cannot be unfairly disadvantaged for promotion and tenure due to changing performance expectations which are beyond the control of the faculty member?

The promotion and tenure process within MnSCU is dependent on communication *via* the PDP and PDR process between the faculty member, department members and the college dean or supervisor. This communication process (Article 22 of the IFO/MnSCU Master Contract) allows for the faculty member to tailor his or her professional development and performance to the expectations of his or her discipline, department, and college.

Changes in administration may change those expectations but do not change the length of the remaining probationary period. It is unreasonable to expect someone's evaluation for promotion or tenure would ignore established past expectations. When a faculty member has been supervised by more than one dean over time, "due consideration shall be given to changes in performance expectation to the extent that such changes unfairly disadvantage faculty."

If you think your feedback on your PDP or PDR or your recommendation for promotion or tenure does not allow for due consideration of the change in expectations, please contact the WSUFA for guidance.