

Our savvy negotiator and grievance officer, Matt Hyle asks:

Did you know the contract prohibits specific quotas or specific achievements for consideration for promotion and tenure?

The basis of tenure or promotion decisions is the faculty member's overall performance, achievement and promise in the five criteria. This approach allows each faculty member to pursue and achieve excellence in different ways, and it allows each faculty member to focus on the areas of his/her strongest interests and for which they are most suited.

As a result, specific numerical quotas or specific achievements (referred to as "closure") within a criterion are prohibited. "Closure" in a category prevents quality to compensate for quantity (e.g. one excellent publication in a top tier journal cannot outweigh 3 mediocre publications in low level journals if the criteria is 3 journal articles). "Closure" in a category prevents excellence in one category to more than compensate for less stellar achievement in another category. If you feel that someone is using closure in their recommendations, please contact the WSUFA for guidance.