Rationale for Proposed Changes to UMSL ATP Guidelines

The proposed changes and requests for review stem from three areas affecting Tenure and Promotion, recent changes to the Collected Rules and Regulations, the move to electronic submission and dissemination of dossiers and related documents as well as the use of synchronous electronic voting which has occurred due to necessity by COVID-19.

I. Changes to the Collected Rules and Regulations

In September 2020, CRR 320.035 was amended and now includes three levels of evaluation that are not stipulated in the UMSL Guidelines for Tenure and Promotion:

1. A distinct step for Department/Division chairs
2. A distinct step for College/School promotion and Tenure Committee
3. A distinct step for the Provost

Candidates may exercise the option to submit a response to these levels. Response time for these levels and all existing levels is “within 14 calendar days.”

II. Changes to submission and dissemination processes

Several years ago, UMSL began disseminating dossiers by electronic means. Language in the Tenure and Promotion guidelines has not been updated to accommodate this. In addition to dissemination, some documents are circulated and submitted electronically. There have been questions about signing specific documents, namely the Ad Personam Committee report.

III. Addition of Electronic Voting as an option

Due to COVID-19 restrictions, several committees were unable to vote in person and used synchronous electronic voting methods. This change would allow for continued use of synchronous electronic voting methods.