

## **Option 7: A Combined Dean's and Provost's Ad Hoc Committee**

### **The Proposal**

It is proposed that the ad hoc committees selected by each college dean would have faculty members added to them by the Provost. This would provide equal representation by the college dean and the Provost. This single ad hoc committee would make a recommendation on tenure to the dean and Provost simultaneously.

It is recommended that the review committee not exceed six individuals, with equal numbers of members appointed by the college dean and the provost.

### **The Rationale**

This proposal preserves the strengths of the current Cornell system for tenure review while increasing faculty input at the university level.

In the current system, faculty who can best judge professional competence and potential are asked for evaluations at the department level and, through

the ad hoc committee, at the college level. This proposal would extend the system of faculty evaluation to the university level without increasing the complexity or duration of the process.

In contrast to a system that uses a standing committee, use of the ad hoc committee ensures wider university faculty involvement and distributes the faculty work load more evenly. It provides the Provost (central administration) with flexibility in getting advice, which is the same sort of flexibility afforded the deans under the present system.

Finally this proposal maintains the 'blinded' nature of the ad hoc committee system. A strength of this system in comparison with a standing committee is that it reduces perceived or real political pressures on committee members and potential conflicts of interest.

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