

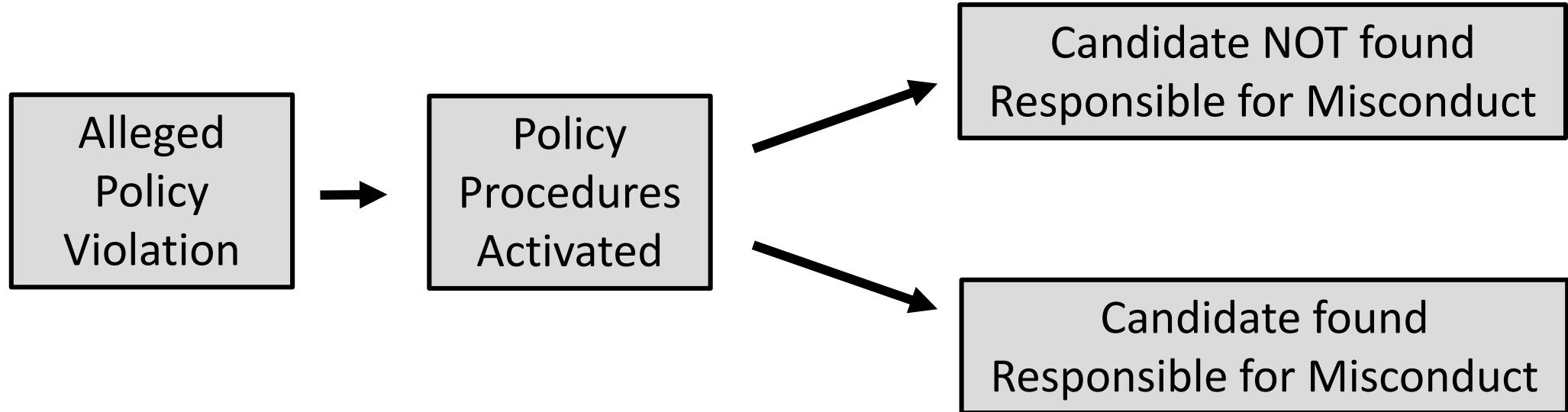
The Tenure Pause Resolution: Q&A

John Siliciano (Deputy Provost)

Avery August (Vice Provost for Academic Affairs)

What Happens When These Sequences Collide?

The misconduct policy sequence:

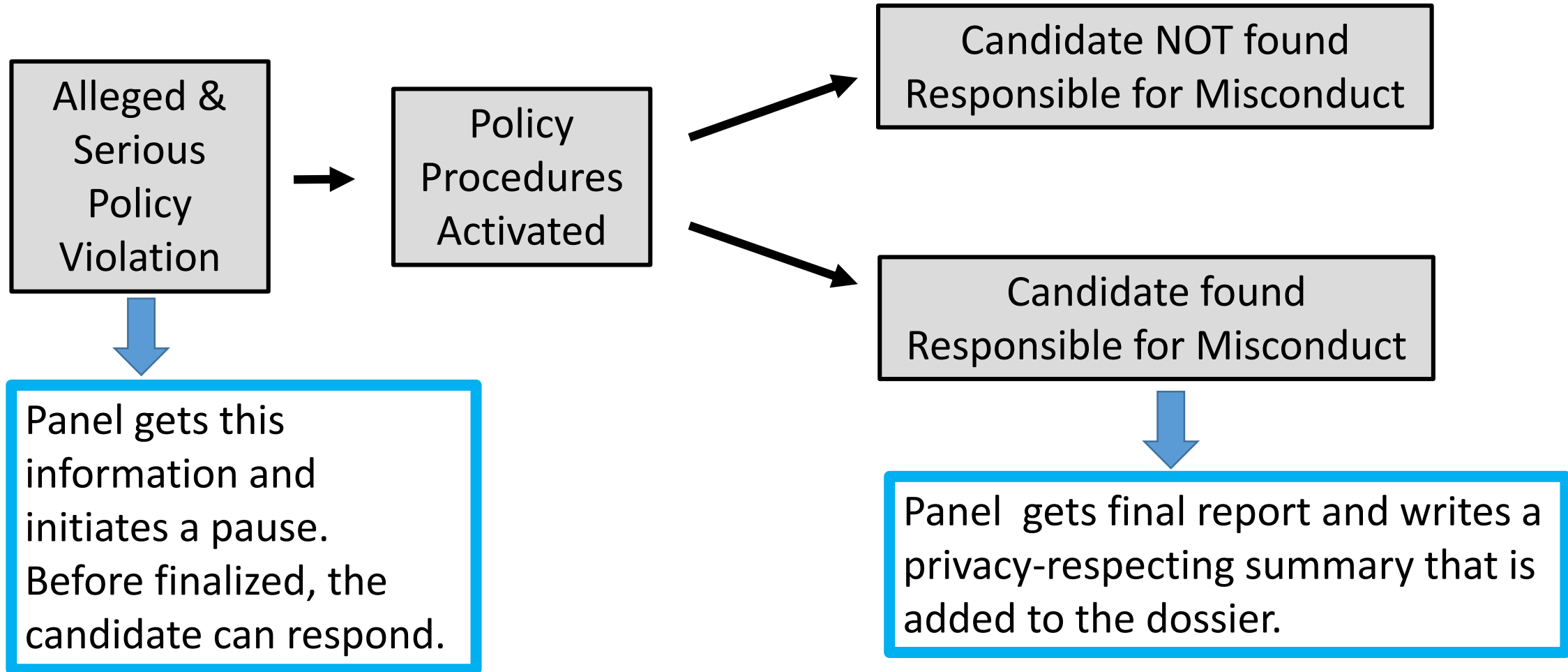


The tenure review sequence:



The Pause Panel & The Misconduct Proceedings

(Chair Dean, Provost, DoF)



The “Found Not Responsible” Scenario

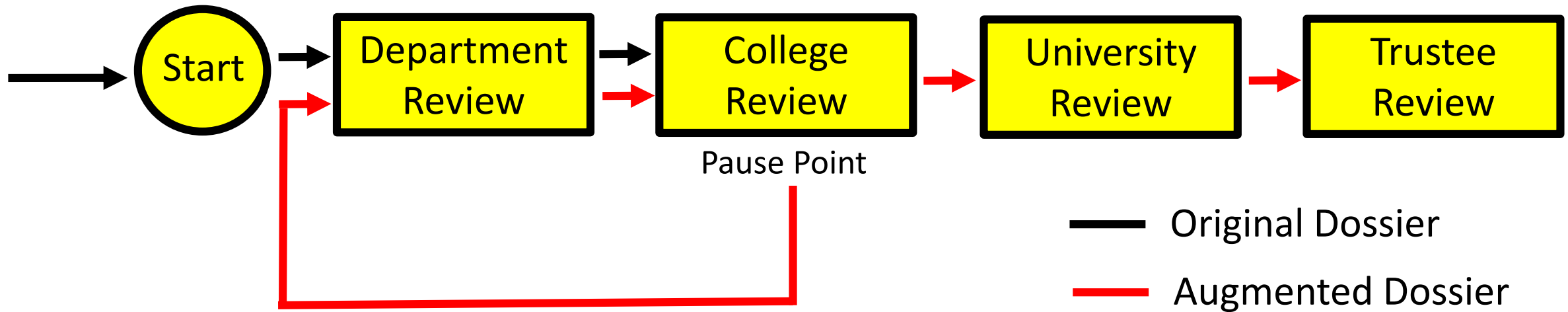


The review resumes at the pause point.

Reference to the allegations is not allowed UNLESS the candidate gives permission.

The candidate can augment the dossier with a statement about any aspect of the allegations.

A “Found Responsible” Example



If the pause point is at the college level, then the department will have to revisit the case with the dossier augmented with the misconduct summary. “Revisit” does not necessarily mean “start from scratch.” E.g., probably no need to re-assess the external letters.

Rationale for restarting: evaluators at the department, college, and university levels must “see” the same dossier.

Concerns Voiced at the 4/15 Meeting

1. Why not let the candidate decide if there is to be a pause?
2. Misconduct allegations take a long time to adjudicate. Wouldn't a pause be damaging to the candidate?
3. Doesn't this open the door to spurious allegations and retaliation?
4. Aren't women and minority faculty tenure cases more likely to be paused?