# **Joint and Combined Appointments: Tenure Home and Evaluation Process**

## Principles

1. It is crucial that units respect and understand differences in types of productivity valued by and characteristic of the units involved.
2. The conditions of/expectations of joint appointments need to be clearly stated at the outcome and used as the basis of evaluation. See procedures to follow in making joint appointments.

## Process

### Tenure Home

Faculty members with a joint appointment will have only one designated tenure-home department and college. Typically, the tenure-home will be determined based on which unit has the larger FTE apportionment of duties. In the case of joint appointments with percentage FTE split equally between the administrative units, the dean(s) and chair(s) will consult with the faculty member about which unit would be most appropriate as a tenure home and, once an agreement has been reached, will make a recommendation on the designated tenure home to the SVCAA and the VC/IANR.

## Evaluation Process

#### Annual Evaluations

1. The tenure-home department will follow the procedures mandated by the *Guidelines for the Evaluation of Faculty: Annual Evaluations, Promotion, and Tenure (Guidelines),* section IV.C.
2. If the faculty member holds a joint appointment with another department, the chair/head of the tenure-home department will solicit input into the evaluation from the chair/head and faculty of the secondary unit.
3. The Chair/Head of the tenure-home department will provide a copy of the written evaluation to the dean of the tenure-home college, who will provide all other supervising deans and vice chancellors with copies of the written evaluation.

#### Tenure and Promotion Reviews

All reviewers providing input into evaluations, e.g. department and college committees, and unit administrators, will follow the procedures mandated by the *Guidelines* in Section V. D. and VI.D.

Faculty and/or administrators of non-tenure-home, or secondary, units will be asked at the appropriate time to review nominations and provide input to the individual(s) responsible for a final tenure-home unit recommendation.

#### Examples:

1. If the joint appointment is with another department, the chair/head of the tenure-home department will request input from the chair/head and appropriate faculty of the secondary unit before making a final recommendation to the College Executive Committee or Dean.
2. If the joint appointment is between colleges, the departmental recommendation will be reviewed simultaneously by both colleges following procedures set forth in the *Guidelines* and by the respective colleges. The Dean of the tenure-home college will review input provided by the designated review committee(s) and/or Dean(s) of the non-tenure-home college(s), before he or she makes a final recommendation to the appropriate Vice Chancellor. The tenure-home Vice Chancellor will solicit input from the Vice Chancellor of the secondary unit before making a final recommendation to the Chancellor.

Adopted February, 2005