Dear Colleagues,

As part of its decennial review of the Academic Articles, this semester the Academic Council will consider a proposal--prepared by a Working Group of faculty and administrators--for revising the process by which teaching and research faculty may appeal negative reappointment, promotion, and tenure decisions. In addition to revising the appeals process, the proposal also recommends changes to the reappointment, promotion, and tenure process for T&R faculty. If approved by the Academic Council, the proposal will be presented to Fr. Jenkins with the recommendation that he present it to the Board of Trustees for consideration and approval.

I noted last semester that the proposal would be made available online for faculty comment prior to submission to the Academic Council. A description of the proposal, developed by the Working Group, is now available at the following link:


The description includes instructions for submitting comments, which will be accepted through Monday, January 26.

The Working Group members have put considerable time and thought into the proposal, consulting broadly across the University as they describe in their document. Please join me in thanking them for their important and considered efforts.

The proposal was carefully constructed by the Working Group as an integrated whole. Changes recommended in one part of the proposal (e.g., the portion addressing the appeals process) are dependent on changes recommended in other parts of the proposal (e.g., the portion addressing the tenure process). In commenting on the proposal, please be mindful of these interdependencies and carefully consider the full implications of your comments before submitting them.

I hope you have had a refreshing, enjoyable, and productive break. Best wishes for the new semester ahead.

Yours truly,
Tom