

Date: 1/23/26
To: Fort Wayne Senate
From: Jeff Nowak, Chair, Executive Committee
Steve Carr, Daren Kaiser, Dan Miller, and Noor O'Neill
Regarding: Office of Academic Affairs Memorandum 2025-02

Senate Review of OAA Policies and Procedures for Post-Tenure Review

Whereas the Office of Academic Affairs released Memorandum [2025-02](#), “Policies and Procedures for the Performance Review of Tenured Faculty” on 18 August 2025; and,

Whereas OAA developed these policies and procedures as a result of Purdue System Policy [S-4](#) “Performance Reviews for Tenured, Tenure-Track, Clinical/Professional and Research Faculty”; and,

Whereas all tenured faculty at PFW currently participate in the existing annual review process, which already satisfies the stipulations set forth in Purdue System Policy S-4; and,

Whereas OAA’s policies and procedures go far beyond the standards set forth by the Purdue System Policy and the Indiana Code; and,

Whereas these OAA policies and procedures mandate annual post-tenure review for associate professors and review of full professors every three years; and,

Whereas OAA Memorandum 2025-02 mandates that on a yearly basis, associate professors select an area of excellence and present evidence of progress toward achieving promotion to Full Professor based on excellence in that area, in violation of their contracts and hiring letters; and,

Whereas OAA Memorandum 2025-02 establishes punitive measures for tenured faculty who do not meet a standard of excellence after tenure; and,

Whereas no Purdue System policy anywhere makes explicit any requirement that tenured faculty at the rank of Associate Professor must submit a case for promotion to Full Professor; and,

Whereas tenured and tenure-track faculty welcome customary rights and responsibilities for setting standards in the areas of teaching, research, and service by not just setting these standards alone but by holding primary responsibility in interpreting these standards, applying them, and in exercising our decision-making regarding faculty status, which the AAUP 1989 “[Statement on Procedural Standards in the Renewal or Nonrenewal of Faculty Appointments](#)” explicitly asserts includes promotions and the granting of tenure; and,

Whereas OAA Memorandum 2025-02 fails to outline any sufficient or even explicit standard for due process should a faculty member wish to appeal any remediation plan, adjustment of workload, modification of teaching schedule and/or courses, loss of summer and overload teaching opportunities, or any other unilaterally-imposed administrative sanction;

Be it resolved that Fort Wayne Senate opposes any OAA mandate compelling associate professors to put together a case for promotion to full professor and calls on Provost Drummond to suspend and eliminate altogether any policies and procedures coercing associate professors into forced promotion procedures; and,

Be it resolved that the Fort Wayne Senate asserts its right of review of any policies and procedures involving promotions and the granting of tenure (which includes PFW's retention of tenured professors) and demands that OAA immediately send its "Policies and Procedures for the Performance Review of Tenured Faculty" to the Fort Wayne Senate Faculty Affairs Committee, a representative faculty body having the rights and responsibilities to "set policies through joint effort concerning the conduct, welfare, privileges, tenure, appointment, retention, and promotion of the Faculty" so that it may exercise these rights and responsibilities by taking up the issue of post-tenure review and align OAA's unilateral standards with that of Purdue and state directives; and

Be it resolved that until such remediation, OAA continues to use the normal annual review process as an interim practice to maintain compliance with Purdue System policy and the Indiana Code.