AMENDMENT 2: *(discussed as amendment 3 at 02-06-06 meeting)*
To change Part 1, Section C, #8 as follows:

Part I: Main Recommendations  
C. Promotion in Faculty Rank  
8. The university shall prohibit faculty from applying for promotion in rank prior to being considered for tenure. Tenure will not be granted without concomitant promotion.

JUSTIFICATION OF THE AMENDMENT:  
Joint granting of tenure and promotion to associate professor are common, best management practices at universities throughout the country. The separation of these two actions provides significant ambiguity and variance of policy throughout the university. Often, the practice at the departmental level is to have two standards for promotion – if a faculty member wishes to apply for promotion to associate professor prior to tenure, then the expectation is that the faculty member significantly exceeds the standards required for tenure. On the other hand, these same departments are willing to grant tenure to a faculty member who does not meet the requirements for promotion to associate professor. This inconsistent application of criteria is a legal landmine. Additionally, if, as is the common practice, promotion to associate professor prior to tenure implies that all requirements for tenure (except for time in service) have been met or exceeded, then the university is, in effect, granting early tenure by granting promotion prior to tenure. A candidate who achieves promotion then is denied for tenure would have just cause to question the action if the criteria are identical. The university should be very leery about making a decision that has implications for lifetime employment after only three years of employment at EKU, and it must be questioned whether three years of employment at EKU provides sufficient knowledge of the long-term success of one’s teaching, scholarship and service.

Amendment 3 - Information discussed at 02-06-06 Senate meeting  
(Senator Dieckmann moved, seconded by Senator Kristofik, to approve this amendment at the December 5th meeting)

Change Part 1, Section C #8 to: The university shall prohibit faculty from applying for promotion in rank prior to being considered for tenure. Tenure will not be granted without concomitant promotion.

Senator Schlomann moved, seconded by Senator Fister, to split amendment 3 into two separate motions (listed below). The majority of the Senate were in favor and the motion carried.

Amendment 3-1: The University shall prohibit faculty from applying for promotion in rank prior to being considered for tenure.

Amendment 3-2: Tenure will not be granted without concomitant promotion.

Senator Dieckmann accepted a friendly amendment to change Amendment 3-1 to the following:

Amendment 3-1: The University shall prohibit faculty from applying for promotion in rank to Associate Professor prior to being considered for tenure.

Senator Konkel moved, seconded by Senator Ciocca, to postpone the vote on the two motions to the March meeting. The motion carried.