

### MOTION 3:

To revise the wording of the promotion and tenure document to allow Department Chairs, College Deans, and the Provost to serve as non-voting members of their unit's P&T committees. This rewording occurs in four places in the document:

#### Promotion and Tenure Principles (p. 12), #15:

Department Chairs, College Deans, and the Provost shall NOT serve as voting members on promotion and tenure committees at any level; ~~however they may request or be requested to join such meetings.~~

#### II C 3: (p. 15)

C. Each department shall establish procedures and methods for selecting the department committee for promotion and tenure. Department committees for promotion and tenure shall be composed as determined by the full-time teaching faculty of the department, within the following guidelines:

3. ~~As appropriate the committee may invite the department chair to confer; however~~  
The chair of the department may NOT serve as a voting member on the committee.

#### III B 2: (p. 17)

2. The Dean of the college shall NOT serve as a voting member; ~~however, they may request or be requested to join such meetings.~~

#### IV B 1: (p. 20) (this is for the University committee)

1. Neither the Provost and Vice-President nor a dean nor department chair shall serve as a voting member on the Committee. ~~The Provost and Vice-President may be invited to meet with the Committee or may request to meet with them, but they will submit separate recommendations.~~

### JUSTIFICATION OF THE MOTION:

Many departmental P&T policies and procedures allow the department chair to participate in the discussion of the candidate's qualifications, or require the department chair to be a non-voting member of the departmental committee. The CAS constitution, which was voted upon and approved by the majority of full-time tenured or tenure-track faculty in the college, requires the CAS Dean to be a non-voting member of the College Committee. The goal of having the unit administrator as a non-voting member of the unit P&T committee is to allow the administrator (and the committee) to be as well informed of the candidate's qualifications as possible so that the wisest decision can be made as it relates to the recommendation for tenure or promotion. The proposed change to the handbook will bar unit administrators from being non-voting members of their respective unit committees, which countermands some current college and departmental P&T governance documents.