Faculty Senate Issue Log Form

Date-Submitted: 12/19/19
Title-of-Issue: Confirming attendance at promotion and tenure committee meetings
Description: The faculty handbook indicates that all members of the promotion and tenure committee must be present when discussing a candidate and for the subsequent vote. Voting by proxy is not permitted. However, there is no requirement for attendance to be verified or confirmed. One way to facilitate a level of transparency and honesty is to require the committee letter have a statement confirming all members were present at the time of the vote. When senior faculty are not present to discuss and vote, standards for tenure and the process could be misinterpreted or not enforced by less experienced faculty. Recently, a vote by proxy was made on my dossier by a senior faculty member who was not present at the meeting making it possible for a newly tenured faculty member to apply standards according to her understanding versus according to the department scholarship/research statement and faculty handbook.
Rationale: While the faculty handbook outlines the procedure, the handbook does not include a method to ensure procedural fidelity. This generates the opportunity for senior and tenured faculty to operate according to their standards with no level of accountability. It also creates the opportunity for inequitable application of policy and unfair treatment of junior faculty.
Name: Anne Michalek
Department: Communication Disorders and Special Education
Date: 12/19/19
Signature: Anne M Michalek