

**Policy Proposal****Offered by the Faculty and Budgetary Affairs Committee****April 23, 2009****Policy Regarding Participation in the School's Promotion and Tenure Committee Discussion and Vote**

Members on the School of Education Promotion and Tenure Committee should recuse themselves when a faculty member from their home department is being considered for either promotion or tenure or long-term contract. Faculty should participate in the Department level discussion and vote.

**Rationale:**

This aligns our SOE practice with university-wide practice. The policy would enable the school committee to approach the dossier with fresh eyes. With the addition of a memo from the department chair characterizing the discussion regarding candidates, the voice of the department faculty will be reflected in the dossier in a more consistent manner than has been the case in the past. The Committee recognizes the value of having all available information as part of the School's P&T discussion, but would like to suggest that it is most fair to see the dossier as the vehicle for this transparency and information.