



e-Bulletin20091112

Clarification on P&T Procedures

One item in the e-Bulletin of Monday, November 9, has caused confusion and needs to be clarified. TAUP met with the University Counsel, the Vice Provost for Faculty Development and Faculty Affairs to discuss it. The union and the administration came to an understanding of the meaning of [Article 11](#), Sections C2 (Eligibility to Serve on Promotion Committees) and G1 (Eligibility to Serve on Tenure Committees):

Article 11 says: *“A faculty member is only eligible to be present, participate in deliberations or vote at one (1) of the following levels of the promotion [and tenure] process: as a member of a departmental committee; as a Department Chair, as a member of the College or School committee; or as a member of the University Tenure and Promotion Advisory Committee.”*

TAUP and the administration agree that this means a faculty member can participate in a tenure or promotion decision at only one level. Faculty members cannot have two bites at the same apple. That is, they cannot be present or participate in any way in the deliberations or consideration of a candidate upon whose application they have already participated, voted, or made a recommendation at a lower level of the process. The process calls for the various levels to be sequential and independent.

Clearly, a Department Chair may not serve on a department committee. A Department Chair may, however, serve on the University Tenure and Promotion Advisory Committee, but since, as Chair, she will have already made a recommendation on a candidate from her department, she must recuse herself and abstain from any involvement in the consideration of that candidate's application while she is on the University Tenure and Promotion Advisory Committee.

If you have any questions, please call (1-7641) or email (taupaft@aol.com) John or Terry at the TAUP office.

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TAUP
Temple Association of University Professionals
1900 N 13th Street
Barton Hall Room A231
Philadelphia, PA 19122-6013
Phone: 215.763.2287 or 215.204.7641
Fax: 215.204.7645
email: taupaft@aol.com
web site: www.taup.org

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