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Clarification of Chairs' Role in Promotion & Tenure

TAUP and Temple have come to agreement to clarify the role of Chairs in the promotion and tenure process. Previously, it seemed that Chairs would be barred from any role whatsoever in the committee in their own department that is considering a candidate's application for promotion and/or tenure. As a result of the clarification, Chairs may participate but are subject to the following conditions:

- The Chair can meet with the department committee to discuss recommendations for outside evaluators.
- The Chair can meet with the department committee for informational sessions about the candidate, in which the questions and answers can flow in both directions.
- The Chair has to be absent for the final deliberations and vote on the candidate's tenure and/or promotion.
- The Chair cannot make or announce his/her recommendation with respect to tenure and/or promotion for a candidate until after receiving the department committee's memorandum of transmittal.

As written in Article 11 Promotion & Tenure Standards and Procedures (Section C3a on page 15 for promotion; and Section G2a on page 22), "A faculty member is only eligible to be present, participate in deliberations or vote at one (1) of the following levels", which then goes on to enumerate the levels. This language seemed to prevent any Chair involvement at the department level, so that the department committee and the Chair would each make an "independent recommendation" on the candidate's application.

An early version of the clarification was distributed to Deans. TAUP and Temple took a second look at it and, upon further reflection, decided we needed to make clear that the Chair could assist the committee in providing information essential to a fair review. So we jointly revised what had been sent to the Deans. This newer version strengthens the tenure and promotion process, assuring that each level will make independent recommendations while providing the department committee members and the Chair an opportunity to better understand a candidate's tenure/promotion dossier.

This is the text of the revised agreement, which was signed on September 1, 2010, and which goes into effect immediately. All candidates, department committee members, Chairs, and Deans should familiarize themselves with the agreement's exact terms:

This will confirm the understanding between TAUP and Temple University of Article 11 of the 2008-2012 collective bargaining agreement as it pertains to the role of Chairs in the Tenure and Promotion Process.

TAUP and Temple University agree that the language "A faculty member is only eligible to be present, participate in deliberations or vote" (from Article 11, C3a and G2a) does not preclude the Chair from introducing the candidate's dossier to the department committee, the school or college committee, or to the University Tenure and Promotion Advisory Committee (UTPAC) and/or asking or answering questions about the candidate for promotion or tenure and/or discussing the selection of the candidates outside evaluators. Except for these purposes the Chair may not be present or otherwise participate in deliberations or voting. The Chair cannot make or announce his/her recommendation with respect to tenure and/or promotion for a candidate until after receiving the department's committee memorandum of transmittal.

TAUP and Temple University agree that a Chair may sit on a department committee only for the purposes given above. When a Chair sits on a school or college promotion and tenure committee or on the UTPAC and a candidate from the Chair's department for tenure or promotion is to be evaluated by that committee, the Chair must recuse him/herself for that case, i.e., may not act in an official role, be present when the committee(s) discusses the candidate's qualifications for tenure or promotion, except to answer questions as above, or otherwise vote on the committee's recommendation regarding the candidate from the Chair's department.

[Signed]

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