

The Senate of Michigan Technological University

Superseded

PROPOSAL 3-83

AMENDMENT OF UNIVERSITY PROMOTION POLICY AND PROCEDURES

BACKGROUND:

The current Promotion Policy and Procedures (Proposal 6-72) provides that "a Departmental Committee, consisting of at least three members of the Departmental faculty, shall be appointed by the Department Head to advise him or her in matters concerning recommendations for promotions; and the Departments are encouraged to use Departmental advisors external to the University to assist them. As appropriate, the committee may initiate a recommendation to the Dean on its own motion, but only with the permission of the faculty member concerned." (Section V, Part B).

Although the policy provides for appointment of the Promotion Committee members by the Department Head, the faculty of many departments determine the composition and membership of the committee. However, whenever there is a change in Department Head, it is possible that the new Department Head will decide to operate according to the official policy and procedures. Confusion, dissatisfaction and dissension can result.

The proposed amendment provides that each department (faculty and department head) determines composition, criteria, and method of selection of the Departmental Promotion Committee. This approach will foster the collegial atmosphere that is evolving at Michigan Tech. The proposed amendment is very flexible. Each department can adapt the Promotion Policy and Procedures to its unique situation. The use of the same committee for promotion and tenure recommendations is not precluded. The use of external reviewers is not precluded.

PROPOSAL:

Section V, Part B of Proposal 6-72, Promotion Policy and Procedures, is to be replaced by the following:

A committee shall be established within each department and school without departments. It shall consist of at least three members of the departmental faculty; if the department has fewer than six faculty members, the committee may include University faculty members from outside the department. Each department/school shall determine the method and criteria by which committee members are selected. The committee shall function to advise the department head/chairperson/dean in matters concerning recommendations for promotion and such written advice shall accompany the recommendation through all administrative channels. As appropriate, the committee may initiate a recommendation to the dean on its own motion, but only with the permission of the faculty member concerned.

Adopted by Senate: 4 May 1983

Approved by Administration: 23 September 1983

Current Tenure and Promotion Policies: See BOC Policy Manual and Faculty Handbook