Briefing

Vote on Proposed T&P Committee Bylaw Changes  
*Speaker:* Kent Portney, Chair, Committee on Tenure and Promotion

**Summary:** At the meeting of March 27 the Committee proposed a motion to change the language of the Committee bylaws on two points: the composition of the Committee and the subject of confidentiality. After some discussion it was agreed that we should separate the two proposed changes, bring the motion to amend the language on committee membership to a vote on April 24, which was approved, and revise the language on confidentiality to be presented in a separate motion. The second motion was presented for discussion on April 24, and is coming forward for a vote at the faculty meeting on May 15.

**Key Issues:** The Committee on Tenure and Promotion has been gradually changing some of its procedures over the last years, and has adapted to a growing faculty. We have therefore looked over the bylaws afresh and have designed some changes to ensure that they fit current practices and needs. The change we propose is designed to make the language more specific in certain areas.

**Motion:** Changes in the language on confidentiality to clarify under which circumstances matters of committee business can be discussed with people who are not voting members.

**Current language:** The deliberations of the committee shall be considered confidential; however, the committee's final decision on the vote shall be conveyed to the candidate and the relevant department or unit chair by the chair of the committee at the time such information is transmitted to the appropriate dean. The committee's procedures shall ensure that the candidate is made aware of the names of all proposed referees, subcommittee members, and consultants, and of authors of all unsolicited communications regarding the candidate, in sufficient time to permit written objections and/or alternative suggestions to be considered prior to relevant actions. Confidentiality of communications received by or on behalf of the Tenure and Promotion Committee shall be honored to the fullest extent permitted by law.

**Proposed language:** The internal deliberations of the committee shall be considered strictly confidential and shall not be discussed with anyone except the voting members of the committee. The committee as a whole however, may meet with other concerned parties to discuss cases as prescribed in Statement 11. The committee's final decision on the vote shall be conveyed to the candidate and the relevant department or unit chair by the chair of the committee at the time such information is transmitted to the appropriate dean. The committee's procedures shall ensure that the candidate is made aware of the names of all proposed referees, subcommittee members, and consultants, and of authors of all unsolicited communications regarding the candidate, in sufficient time to permit written objections and/or alternative suggestions to be considered prior to relevant actions. Confidentiality of communications received by or on behalf of the Tenure and Promotion Committee shall be honored to the fullest extent permitted by law.

**Action Required:** The proposal was discussed at the April 24 meeting. The motion has returned for a vote at the May 15 meeting.