

**Proposed Policy: Participation of Associate Faculty Members on the P&T Committee****Submitted by the Budgetary and Faculty Affairs IUB and IUPUI****April 8, 2009****Proposed Policy:**

Associate Professors may serve on the School of Education Promotion and Tenure Committee. At any given time, there should be no more than two Associate Professors serving on the committee and they will recuse themselves for the discussion and vote on promotion to Full Professor cases.

Rationale: In order to achieve diverse representation with regards to, for example, gender, race, and department on the committee. There is no policy against having Associate Professors serve on the P&T committee. The Budgetary and Faculty Affairs committees at IUB and IUPUI think it is reasonable to draw on those in the Associate Faculty ranks to diversify the P&T committee when needed.

**Additional Note:**

In order to avoid any possibility that the School's P&T Committee vote might result in a tie, the Agenda Committee asked us to either provide a way of resolving ties or amend the proposal to seat exactly two Associate Professors when Associate Professors are to be included. The IUB Faculty Affairs Committee does not share the Agenda Committee's concern of ties. In fact, we do not see this as a problem at all. By insisting on two and exactly two Associate Professors whenever Associate Professors are to be included on the committee we potentially decrease the likelihood of including Associate Professors at all. We, thereby, jeopardize the practical potential of solving the problem to which this policy speaks, namely providing a viable mechanism for achieving desired diversity on the committee. Even if the committee was made up of all Full Professors there might still be reasons why someone would recuse oneself from the vote. Therefore there still could be a tie vote. Because we do not see a tie vote as problematic and because we have much greater concern over a failure to establish mechanisms through which we might diversify the committee, we would prefer that the agenda committee put forward our proposal as edited above.

However, we do not want to risk having this returned to our committee again. Given that we are nearing the end of the semester and are soon to run out of Policy Council meetings, we feel a sense of urgency. It is with that urgency that we offer the proposal below as a second option if Agenda Committee is unwilling to forward the above proposal to Policy Council.

Thus, you have two proposals in front of you. We will support either one, but we have a strong preference for the original one.

**Second Proposal:**

Associate Professors may serve on the School of Education Promotion and Tenure Committee. At any given time Associate Professors are included on the Committee, there must be exactly two. Those two Associate Professors serving on the committee will recuse themselves for the discussion and vote on promotion to Full Professor cases.