

**Resolution on Linking Tenure and Promotion  
Promotion And Tenure Committee**

5 November 2012

Second Reading and Vote

Whereas faculty of some academic units are unaware that university practice has for some years required that a recommendation for tenure of probationary faculty be coupled with a recommendation for promotion,

Be it resolved that the following statements be appended to the Faculty Handbook section below:

Section E. Procedures for Tenure and Advancement in Rank and Recommendations for Salary Increases

Subsection 4. All awards of tenure and all promotions in rank must originate in a positive recommendation by the appropriate departmental committee or after a formal hearing and presidential review in cases that have gone through the grievance procedure as in Section II.F.

Addition following the paragraph above: **Promotion and tenure committees customarily cast a single combined vote on both tenure and promotion for probationary faculty, on the grounds that promotion signals the reasons for the institution's investment in a candidate. It is unlikely that tenure will be awarded to a candidate who has not also been recommended for promotion. This does not apply to candidates who are already Associate or Full Professors.**