

**THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
RESOLUTION: ON THE INDEPENDENCE OF DEPARTMENTAL COMMITTEES
FOR PROMOTIONS AND TENURE**

WHEREAS, The *University Promotions and Tenure Guidelines* and the *Regulations on Academic Freedom, Tenure, and Due Process* ensure that there will be separate level of review by Deans and Department Heads; and

WHEREAS, The presence of a department head during the deliberations or votes of a department's committee on promotions and tenure is inconsistent with the principle of an independent level of faculty review.

THEREFORE, BE IT RESOLVED, That no Department Head will be present during the final deliberations or vote, on a faculty member's promotion and/or tenure, by the assembled senior and/or tenured faculty members of a department. Such a meeting will be divided into an evidence-gathering phase and a final deliberative phase. These phases will be presided over by a Chair elected by the assembled members of the department eligible to vote at the meeting. When the first phase of the meeting is determined to be over by a majority vote of the assembled faculty, the Department Head will leave the meeting and final deliberations will proceed. A written ballot will be taken with the Chair counting the ballots and reporting the vote to the Department Head. The Chair's responsibilities further include ensuring that all present sign on the appropriate page of the promotion and tenure form, and that the Department Head receives a detailed summary of the views of the assembled faculty, including any dissenting opinions.