


To: COFA faculty members, department chairs, school directors

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Subj: EC/BC voting rules on P&T and CPR cases

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After consultation with the Provost's Office and the [Handbook of Operating Procedures 2-1310 Budget Councils](#) I write to clarify the voting rights of executive committee and budget council members. Two rules govern peer voting authorities on executive committees and budget councils:

While professors of practice or professors of instruction may serve on a department EC/BC, they may not vote on the promotion, tenure, or CPR (Comprehensive Periodic Review) of any tenure-track faculty member.

While assistant, associate and full professors, both tenure-track and non-tenure-track, may serve on an EC/BC, no faculty member may vote on a promotion of a colleague to a higher rank than the rank held by that voting member.

(For what it's worth, I believe the first of these rules is misguided and anachronistic in presuming that a professor of practice/instruction, no matter how senior, capable or expert, is never a professional peer to any tenure-track faculty member, no matter how junior or inexperienced. I have and will continue to petition the Provost to reform this rule.)

For clarification, these rules yield the following cases of voting authority:

- A **tenured professor** may vote on any P&T or CPR case.
- A **tenured associate professor**
  - may vote on P&T cases to the rank of associate professor, associate professor of practice/instruction, or senior lecturer and CPR cases at the rank of associate professor, but
  - may not vote on P&T cases to the rank of professor, professor of practice/instruction, or distinguished senior lecturer and CPR cases at the rank of professor.
- An **assistant professor** may not vote on P&T or CPR cases of any rank.
- A **professor of practice/instruction** or **distinguished senior lecturer**
  - may vote on P&T cases to the rank of professor of practice/instruction, distinguished senior lecturer, associate professor of practice/instruction, or senior lecturer, but
  - may not vote on P&T cases to the rank of professor or associate professor and any CPR cases.

- An **associate professor of practice/instruction** or **senior lecturer**
  - may vote on P&T cases to the rank of associate professor of practice/instruction or senior lecturer, but
  - may not vote on P&T cases to the rank of professor, professor of practice/instruction, distinguished senior lecturer, associate professor and any CPR cases.
- An **assistant professor of practice/instruction** may not vote on P&T or CPR cases of any rank.

Members of the EC/BC who are ineligible to vote may be consulted and participate fully in discussion of any P&T or CPR case.

All voting members of the EC/BC, including non-tenured faculty members, should be eligible to vote on any business undertaken by the EC/BC that is not promotion, continued appointment in rank, or salary matters.

Neither the university nor the college restricts who may conduct a peer teaching observation.

For more information, I encourage you to review the [Final Report of the COFA NTT Faculty Task Force](#), which among other things reaffirms NTT faculty members' right to vote on departmental matters, including curriculum; recommends expanding membership of EC/BCs to include NTT faculty members; and encourages appointment of NTT faculty members to leadership positions such as committee chair, program head, division head, or other departmental positions of authority.

See also the Board of Regents' [Rule 31102 Evaluation of Tenured Faculty](#) and the [Committee of Counsel on Academic Freedom and Responsibility \(CCAFR\)](#).