

Morrissey College School-Specific Policies for NTT Faculty

Non-tenure-track faculty members (as defined in Chapter II, Section 2 of the *University Statutes*) shall have the right to participate in all departmental meetings except those involving deliberation and voting on issues restricted to the Faculty (as defined in Chapter II, Section 1 of the *University Statutes* (“Faculty”)) or otherwise limited by the *University Statutes*. Accordingly, non-tenure-track faculty members would not participate in meetings of the tenured Faculty regarding promotions of tenured/tenure-track Faculty members and contract renewal recommendations for tenure-track Faculty.

Non-tenure-track faculty members shall have the right to vote in all departmental elections and on all departmental issues, unless voting rights in these elections and on these issues are restricted to the Faculty or otherwise limited by the *University Statutes*. Non-tenure-track faculty members will provide a consultative vote in the process by which their department nominates a candidate to serve as Department Chair.

Non-tenure-track faculty members shall have the right to serve on all Morrissey College or departmental committees, unless restricted to the Faculty or otherwise limited by the *University Statutes*. This includes the right to serve on departmental and Morrissey College committees related to the hiring and promotion of other non-tenure-track faculty members in the Morrissey College and vote along with the Faculty on such matters.

Non-tenure-track faculty members may, when appropriate, be selected to serve on departmental search committees for tenured/tenure-track Faculty members, and they may vote in the search committee’s deliberations leading to the committee’s recommendation of finalists for consideration by the department’s tenured/tenure-track Faculty.

Non-tenure-track faculty members will be invited to review the full application dossier for all finalist candidates for Faculty positions in the department, to participate in all events with the candidates, and to participate in the departmental deliberations regarding the merits of each candidate. Tenured/tenure-track Faculty members will have a binding vote on a tenured/tenure-track Faculty hire. Non-tenure-track faculty members will provide a consultative vote for such hires. Non-tenure-track faculty members will have full voting rights in non-tenure track faculty hires, along with the tenured/tenure-track Faculty members.

In promotion cases for tenured/tenure-track Faculty members, the *University Statutes* require the Department Chair to consult with all junior and untenured Faculty members of the department to determine their opinions and recommendations on each candidate for promotion. The Department Chair will also consult with non-tenure-track faculty to determine their opinions and recommendations. The results of these consultation are reported to the voting Faculty members of the department at the meeting where the promotions of these candidates are going to be considered. (The *University Statutes*, Chapter II, Section 8.C.2) In preparation for this consultation, the junior and untenured Faculty members and the non-tenure-track faculty members shall have access to the promotion candidates’ CVs and statements on research, teaching, and service. The junior and untenured Faculty members and the non-tenure-track

faculty members will not have access to external evaluation letters or the candidates' teaching evaluations.

Non-tenure-track faculty members may, as qualified members of the University community, submit to the Morrissey College Promotion Committee written statements in support of or advising against a possible promotion being considered. (See the *University Statutes*, Chapter II, Section 8.D.4)

Non-tenure-track faculty members can participate fully in deliberations and voting related to the promotion of non-tenure-track faculty members junior to them. The Department Chair shall consult with the untenured Faculty and the non-tenure-track faculty members junior to and equal in rank to the candidate for promotion to determine their opinions and recommendations on the candidate for promotion, but these colleagues will not have access to any external evaluation letters or to the candidate's teaching evaluations.

All of the tenured Faculty are eligible to participate fully in all deliberations and voting related to the promotion of all non-tenure-track faculty members. As members of the senior Faculty pursuant to the *University Statutes*, tenured Associate Professors are eligible to vote on the promotion of Associate Professors of the Practice to full Professor of the Practice.