

**FACULTY MEETING**  
**April 30, 2021**

**MOTION**

**MOTION:** the Appointments and Tenure Committee (ATC) moves to amend the 2020-2021 Faculty Handbook as follows, with changes highlighted by strike through or in red:

Part Two, Section II.F.2.b., page 211

Members of ATC may not participate in the tenure cases of candidates with primary affiliation in their own departments/programs and a substitution will be made by the remainder of the Committee. In ~~exceptional~~ other cases of conflict of interest (for example when an ATC member and candidate serve the same academic program), ATC may substitute one or more members for a specific case.

**RATIONALE:** ATC puts forth the motion above to modify the language in the Faculty Handbook regarding recusal of members where a conflict of interest might arise. We propose the modification to account for committee members with ties to any of the College's ten interdisciplinary programs. The ATC feels that the word "exceptional" is too restrictive, and that the word "other" better reflects the need for flexibility in terms of recusals. A given tenure candidate and ATC member might have a structural relationship to the same interdisciplinary program; however, the specifics of that relationship can vary. In an instance in which a candidate and committee member are both faculty affiliated with a given program, yet the latter has no supervisory role, there may be no need to recuse. However, if such a supervisory role does exist, or if the ATC member has written a letter on behalf of a candidate, recusal would be in order.