

*Last updated 10-8-17*

**University of Vermont, Faculty Senate  
Professional Standards Committee: Rank Voting Resolution**

**Whereas**

The Professional Standards Committee (PSC) is charged with reviewing retention, promotion, and tenure (RPT) bids of faculty and making recommendations on those bids to the Provost;

And this is an essential function for the University of Vermont to maintain academic health and integrity;

And this function directly impacts the welfare and career development of the faculty;

And currently there is no written guidance from the Faculty Senate explicitly on PSC voting procedures related to RPT;

And historically RPT voting practices within the PSC have varied over time;

And in most voting units at UVM (e.g., departments), faculty members only vote only at, or below, their own rank on RPT cases;

And the vast majority of peer and aspirant institutions have PSC voting practices whereby members only vote on RPT matters at or below their own rank;

And there is need for written clarity on PSC RPT voting practices to ensure the integrity of the process, consistency, predictability, transparency, and fairness.

**Therefore be it resolved that the University of Vermont should:**

Establish that PSC members are eligible to vote on RPT cases at, or below, their own rank. This means that: (a) full professors on the PSC are eligible to vote on all RPT cases, except those in their home department/unit, and (b) associate professors on the PSC are eligible to vote on all RPT cases except bids for full professor and those in their home department. Regardless of voting eligibility, the perspectives of all members will be considered in both presenting RPT cases and the subsequent discussions prior voting, because regardless of rank all PSC members have valuable perspectives to share that can inform the vote.

*Following the Faculty Senate decision about this resolution, the University of Vermont should:*

- Incorporate the PSC RPT voting decision into a PSC Operating Procedures document to be reviewed and approved by the Senate Executive Council.
- Once approved, the operating procedures should include a date when they were approved by the Senate Executive Council and be posted on the Faculty Senate web site.
- At least once annually, before May 15th of each academic term the PSC should review its operating procedures, propose specific changes if needed, and submit to the Senate Executive Council for review and approval.