

## Issues Associated with Double/Multiple Voting

### **Rationale:**

To avoid undue or unfair influence in promotion and/or tenure (P&T) decisions, P&T procedures should ensure that individuals involved in the process provide input only once for any single candidate. The following policies are proposed to implement this guiding principle of “one-person—one-vote”.

### **Proposed policy to prohibit multiple voting:**

In order to avoid undue or unfair influence in P&T decisions, P&T procedures must ensure that the guiding principle of “one-person—one-vote” is complied with. For the purposes of this policy a vote, or the equivalent of a vote, is defined as a vote or advice on the specific question of whether or not a candidate should receive tenure and/or promotion. Votes or advice concerning the process or readiness of a portfolio are not in violation of this policy. For example, advice to a candidate on how to improve their portfolio or advice to the department about the completeness of the portfolio or advice to an associate professor about the timing of a promotion application, etc. are process issues not P&T decision issues. Specifically, under this policy: 1) if a faculty member votes on a P&T decision as a member of a departmental P&T committee, that faculty member may not vote again on the same decision at the departmental, college, or other levels. 2) If a faculty member votes in a P&T decision at the departmental level, that faculty member may not vote again on the decision at the college or other levels. 3) Since the chair of the department independently evaluates P&T decisions, he or she may not also vote on the decision at the departmental faculty, college, or other levels. 4) Administrators participating in a P&T decision can only participate at one level and are allowed to vote only once on the decision.

### **Proposed policy about undue influence:**

In order to promote accountability and avoid undue influence in P&T decisions, advice by advisory committees on whether or not a candidate should receive promotion and/or tenure at any level (departmental, college, and higher) must be considered a vote or the equivalent of a vote, and thus should be the advisory committee members' only opportunity for input in a P&T decision. Therefore, a faculty member participating in a P&T advisory committee at any level (and thus voting or providing the equivalent of a vote) may not vote or participate again at any other level on the P&T decision for that candidate.

### **Proposed policy on departmental P&T procedures:**

As long as the guiding principle of “one-person—one-vote” is adhered to, faculty may determine procedures for complying with this principle at the departmental level. The following examples illustrate the variety of forms in which this guiding principle may be implemented. These examples are not an all inclusive list, but rather a sample of the variety of ways in which faculty may choose to govern their P&T process.

1. A department may choose to have members of the departmental P&T committee vote on the candidate. The recommendation of the P&T committee goes forward to the department as a whole. Only eligible faculty members who were not part of the P&T committee are permitted to vote on the candidate representing the department vote. These two votes are then combined into a single tally representing the department faculty’s decision. Thus, each faculty member’s vote counts equally and no faculty member votes more than once.
2. A department may choose to make P&T decisions as a committee of the whole and have the department P&T committee consist of all eligible faculty members. Thus, no faculty member votes more than once.
3. A department may choose to have the P&T committee assist the candidate in preparation of the portfolio and then present the case to the voting faculty without taking a vote or providing a recommendation (the equivalent of a vote). All eligible faculty (including the P&T committee) then vote at the departmental level. Thus, no faculty member votes more than once.
4. A department may choose to elect a P&T committee to represent the department faculty. In this case, only the P&T committee members vote on the candidate’s advancement. While not all eligible faculty vote, they did elect their representatives to vote for them. Thus, no faculty member votes more than once.

### **Proposed policy about faculty voting at college or higher levels:**

Administrative faculty members should cast their one vote in a given P&T decision at the appropriate administrative level. A non-administrative faculty member's one vote in a P&T decision about a member from their own department should be cast at the departmental level (as a member of a P&T committee or as part of the department faculty), not at the college or higher levels. Not all departments are equally represented on college or higher level P&T committees. Thus, to avoid undue influence, only faculty who are members of departments other than that of the P&T candidate may vote in P&T decisions at these levels.