

## **BUSINESS COMMUNICATION AND ENTREPRENEURSHIP**

### **Tenure/Promotion Policy**

1. One committee will evaluate candidates for both tenure and promotion.
2. The Tenure/Promotion Committee will consist of tenured faculty, without regard to rank, elected at a fall departmental meeting by all tenured/tenure-track faculty in attendance. Temporary faculty are not entitled to vote on committee membership. At least five members will be elected, provided there are five eligible faculty.
3. Neither persons seeking tenure nor the department chair are eligible to serve as members of the Committee. However, tenured individuals seeking promotion may serve as members of the Committee but are not allowed to participate in any meeting or vote regarding their own individual promotion recommendations.
4. The department chair will designate one elected member to call an organizational meeting, at which time the Committee will elect its chair.
5. Fifty-one percent of the Committee will constitute a quorum. Committee members who are unable to attend a meeting are eligible to provide feedback and vote in absentia. All feedback and voting must be in written form and submitted to the Committee chair prior to the scheduled meeting.
6. A motion fails in the event of a tie vote. (A tie vote is reported as a tie.)
7. Specific vote counts will be reported in making tenure and promotion recommendations to the Department Chair, and those counts should be reported to the Dean in forwarding the departmental committee's recommendation.
8. In assessing the applications for tenure and promotion, the Committee will employ the criteria identified in the MTSU Policies and Procedures Manual and the additional criteria approved by the Jennings A. Jones College of Business.
9. The existing annual recommendation of tenure-track faculty used by the department will constitute an annual pre-tenure review. Performance evaluation documents and updates provided by individual faculty will be used as input to evaluate candidates.
10. The department will follow the Jennings A. Jones College of Business definition for "national recognition" in making tenure and promotion decisions.