

**DEPARTMENT OF MARKETING TENURE TRACK
APPOINTMENT AND REAPPOINTMENT POLICY AND PROCEDURES
(Approved April 17, 2012)**

It is the right, the responsibility and the privilege of University faculties to participate in the governance of their departments. Fundamentally, what is desirable and intended by the department policy statement is to ensure meaningful participation by department faculties and, procedural regularity within departments. It is understood that the ultimate power of decision-making resides with the administration. This policy statement is one means by which the faculty of this department makes recommendations to Western.

1. Recommendations—as stated in Article 14.

The following are more particular stipulations to this article and section.

- (1) Department tenured and tenure-track faculty members shall have the right to make recommendations regarding an applicant's on campus interview and presentation. The chair of the Department of Marketing Tenure Committee shall conduct a vote, by secret ballot, subsequent to a meeting of the faculty. A recommendation to invite an applicant shall require a favorable vote of the majority of tenure and tenure-track faculty not on university approved leave.
- (2) Faculty members shall have the right to meet collectively, and when possible individually or in small groups, with an applicant during the campus visit.
- (3) Upon completion of the applicant's on campus interviews and presentation, the department chair shall convene a meeting of the tenured and tenure-track faculty, and at this meeting, report the applicant's known terms and conditions of appointment, present the chair's evaluation of candidate's merits, then retire from the meeting. The tenure committee chair shall conduct the meeting and supervise the voting procedures. A recommendation to offer the applicant a tenure-track appointment shall require a favorable vote, by secret ballot, of the majority of tenured and tenure-track faculty members. If a member is on approved University leave, please see (5) below.
- (4) In the event an applicant's condition of employment is an appointment with tenure, this recommendation will be considered after the applicant has received a favorable vote of the majority of tenured and tenure-track faculty members. A recommendation to offer a tenured appointment shall require a 2/3 favorable vote by secret ballot, of the majority of tenured faculty members. If a faculty member is on approved University leave, please see (5) below.

- (5) If a faculty member will be on approved University leave during appointment deliberations, the member may elect not to participate or vote in these deliberations. Upon written or verbal notification to the department chair of the member's intention not to participate and vote, the total number of faculty will be reduced to reflect the self-elected non-participation of the faculty member.
2. Types of Appointment—as stated in Article 14.
3. Minimum Terms—as stated in Article 14.

The following are more particular stipulations of this article and section.

- (1) An earned doctorate with a major emphasis in Marketing (or related field) is the minimum educational requirement for a tenure-track appointment.
 - (2) A recommendation to make an exception to the minimum educational requirement, with or without stipulations, shall require a favorable vote, by secret ballot, of at least two-thirds of the tenured and tenure-track faculty members. This recommendation will be considered after the applicant has received a favorable vote of the majority of tenured and tenure-track faculty members. If a faculty member is on approved University leave, please see (5) above.
 - (3) If the exception with stipulations is approved, it is recommended that they be included in the letter of appointment. Failure, on the part of the appointee, to meet these stipulations may result in a negative tenure evaluation and/or recommendation to terminate the faculty member's appointment by the Department Tenure Committee.
4. Amendments to this appointment/reappointment policy shall be approved by at least a two-thirds favorable vote of the tenured and tenure-track faculty members of the department.