

**DEPARTMENT OF MARKETING
TENURE 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 make recommendations to Western.

1. Statement of Principle—as stated in Article 17.
2. Definition of Tenure—as stated in Article 17.
3. Qualifying Requirements—as stated in Article 17.

In addition, to be eligible for consideration for tenure, a faculty member must meet the educational requirement. In the Marketing discipline, the earned doctorate with a major emphasis in Marketing is accepted as the conventional terminal degree and thus is the minimum educational requirement for tenure.

Exceptions, with or without stipulations, to this requirement shall be made at the time of appointment by two-thirds favorable vote of the available tenured department faculty according to the process specified in the Appointment-Reappointment Policy. When such exceptions are recommended with stipulations, failure on the part of the faculty member to meet these stipulations may be cause for the Department Tenure Review Committee to recommend an unfavorable tenure review and or termination of the faculty member's appointment.

4. Judgmental Criteria – as stated in Article 17.
5. Developmental Criteria – as stated in Article 17.
6. External Review Process - as stated in Article 17.
7. Areas of Performance for Tenure—as stated in Article 17.
8. Tenure Review Process—as stated in Article 17.

The following are more particular stipulations to this article.

- a. The Department Tenure Committee shall be comprised of all tenured faculty in the Department of Marketing.
- b. If a faculty member will be on approved University leave during tenure deliberations, the member may elect not to participate and 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.

- c. In compliance with the timetable stipulated in Article 17, the Department Chair shall convene the first meeting of the Department Tenure Committee (DTC) and, at this meeting, deliver the files of faculty members under review, then retire from the meeting.
- d. The review of a faculty member shall begin with a motion that the faculty member be recommended for continuation on the tenure track or granted tenure. A recommendation to continue the faculty member on the tenure track or grant tenure shall require at least two-thirds favorable vote of the Department Tenure Committee by secret ballot.
- e. It shall be the right and responsibility of the faculty members under review to provide evidence, so that the tenure review committee may assess the academic performance and academic potential of the candidate.

9. Appeals—as stated in Article 17.

10. Timetable—as stated in Article 17.

11. Amendments to the Department of Marketing tenure policy shall be approved if a two-thirds favorable vote of tenured or tenured track faculty members in the department.