

East Asian Languages & Culture

The department last year decided to regularize personnel reviews by establishing two standing committees that review dossiers:

1) a Research and Personnel Committee, composed only of tenured faculty, which assesses the research work and service represented in a dossier; and 2) a Teaching Committee, which assesses the teaching record. Both committees are appointed by the Chair during an open departmental meeting, with members typically serving two-year terms. The reports of the two committees are made available to the appropriate faculty according to Bylaw 55 before the departmental discussion and vote, after which the Chair writes a separate letter summarizing the departmental discussion and adding his/her own input regarding the dossier. We always vote by secret ballot on personnel matters and all eligible faculty participate in the vote (we do not, in other words, delegate voting on merit increases to an elected committee of faculty). Faculty eligible to discuss and vote on the personnel actions of others will be either at the same level or above: viz. only full professors are allowed to discuss and vote on all ranks; associate professors only on associates and below; assistant professors only on other asst. professors. On October 4, 1995, the department voted to extend to assistant professors the right to vote on all new appointments, with the proviso that the voting assistant professor must have been with the department for a minimum of one year. At the same meeting, we also voted to sustain the current departmental policy of allowing Emeriti professors to vote on departmental issues, but not personnel actions. Since no request to reconsider these actions has been requested by the faculty, both of these provisions remain in effect.