

BHE Counterproposal

March 11, 2025

The BHE is making the counterproposal as a package with its modified proposal on Collegiality.

ARTICLE VIII – EVALUATIONS

H. EVALUATION BY THE COMMITTEE ON TENURE

1. Role of the Committee on Tenure

The Committee on Tenure shall consider the recommendations and all related materials that pertain to the member of the bargaining unit who is a candidate for tenure. The chair of the committee shall schedule the necessary meetings of the committee. Each candidate for tenure shall be invited by the chair of the committee to meet with the committee during some part of its evaluation of the candidate. The meetings of the committee shall not be recorded by audio or video tape.

Candidates may bring a tenured unit member employed at their University colleague of their choice to serve as a silent observer during the tenure interview. The availability of the silent observer shall have no impact on the scheduling of the candidate for tenure's meeting with the Committee on Tenure. The silent observer shall neither sign the recorded minutes nor the recorded bases for the recommendations of the committee or the record of the votes of the committee.

The candidate shall be allowed to submit to the committee, within seven (7) days after his/her meeting with the committee, any additional information relating to his/her evaluation.