



September 20, 2022

Barbara Rodriguez, Senior Vice Provost  
Office of the Provost/Executive Vice President for Academic Affairs  
The University of New Mexico  
via e-mail: [svp@unm.edu](mailto:svp@unm.edu)

RE: Role of a Department Chair who is an Associate Professor in a Candidate's Promotion Review for Full Professor

Dear Senior Vice Provost Rodriguez,

I am following up with you regarding your request for the Academic Freedom & Tenure (AF&T) Committee's advice on the issue of the role of a department chair, who is an associate professor, in a candidate's promotion review for full professor. The AF&T Committee has discussed the issue and voted to approve the following statement regarding the matter.

In the rare case where an associate professor is serving as the department chair and a faculty member is a candidate for full professor, the department chair should not serve on the review committee. If the department has fewer than three full professors, the full professors, in consultation with the department chair and with final approval of the dean, will add outside committee members until a minimum three-member committee has been achieved. Once composed, the committee will elect a review committee chair.

Please let me know if you have any questions or need further clarification from AF&T on the matter.

Sincerely,

*Sever Bordeianu*

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Chair, University Academic Freedom and Tenure Committee