

CAS Policy: Requirement to invite the advocate to department meetings for promotion

CAS Policy Committee's ad hoc committee on promotion: Jason Benedict, Meredith Conti, Erik Seeman

This policy promotes procedural consistency across departments in CAS and ensures that candidates for promotion are represented by their advocates throughout the promotion process. It addresses instances when the advocate is not eligible to vote on the promotion case, either because the advocate is not a voting member of the department in which the candidate is seeking promotion, or because the advocate's rank precludes voting on the case. It is strongly recommended that the designation of the advocate follows the rank-on-rank voting rules for promotion (e.g., for someone being promoted to Associate the advocate is Associate or higher).

- 1) The Department Chair will invite the advocate to attend the department meeting(s) in which the candidate's promotion is to be discussed after reviewing the dossier (see the CAS Policy, "Procedure for conducting departmental review and vote for cases of promotion"). The advocate, in consultation with the candidate, may decline the invitation(s).
- 2) The Chair is not expected to invite the advocate to promotion committee or executive committee meetings that occur prior to the department meeting(s).