TAC Operating Code 2022-2023 2
a. The advocate may be a person in the candidate’s department, the candidate’s chair, a
Skidmore faculty member outside the department, or someone outside the college. The
advocate may not be an attorney.
b. At their request, the advocate shall be informed of the reasons for the negative
recommendation by ATC and/or the DOF/VPAA at a joint meeting with the President, the
DOF/VPAA, the ADOFP, the Chair of ATC, and the candidate.
c. The advocate, in the presence of the candidate, has the right of access to, but may not
photocopy or reproduce, the materials available to ATC in its original deliberations.
d. Whenever testimony is given by the candidate or the advocate, both shall be present.
8. The Tenure Appeal Committee may consult with the DOF/VPAA, the ADOFP, or members of
the candidate’s department at any time. The DOF/VPAA and the ADOFP may have access to the
materials in the candidate’s file.
9. The operating procedures to be followed by the Tenure Appeal Committee will be made
available to the candidate well in advance of the proceedings.
10. The Tenure Appeal Committee shall convey its written recommendation based on a simple
majority vote of the ten members to the President upon completing its deliberation with a copy
sent to the DOF/VPAA and the ADOF. A tie vote is considered a positive recommendation. This
recommendation shall be made to the President no later than May 1.
11. The President shall convey the result of the review and his/her recommendation in a letter
to the candidate, and shall state therein, to the degree possible, the reasons for recommending
or not recommending tenure. The letter shall be sent by May 11, with a copy to the TAC.
12. After the President has communicated his/her decision to the candidate, the candidate has
the right of access to, but may not photocopy or reproduce, the materials available to TAC.
13. The President will make recommendations to the Board of Trustees at its next meeting. The
Board makes final decisions on tenure.