Tenure and Reappointment:
Confidentiality Policy for Department Members

Yale’s tenure and promotion deliberations are confidential. This confidentiality enables faculty members to have open and honest exchanges that help ensure deliberations of the highest quality, which is in the best interest of the faculty member under consideration, the department, and the University. Preserving confidentiality not only allows the university to carry out its work, but also it is the law. Connecticut law protects employee records, including those that relate to promotion and hiring.

Faculty participating in tenure and promotion cases also must maintain the confidentiality of department deliberations. Communications about the “gist” of discussions, even without attributions of specific comments to particular sources, represents a breach in confidentiality.

Also inappropriate are informal conversations, even those that take place long after a department or committee has completed its work, in which a faculty member shares confidential information about a candidate, a department member involved in deliberations, the content of formal deliberations in the tenure or promotion process, or letter writers.

Chairs serve as the only spokespeople for their departments. They or their official designees are the sole means to convey to candidates decisions made by the department or the promotions committee.