

Report to the Faculty
Advisory Committee on Retention, Promotion and Tenure

October 1985

The Advisory Committee on Retention, Promotion, and Tenure consists of six members elected by the Faculty of Arts and Sciences for three-year terms, with two terms expiring each year. Elected from and by the Faculty, it is responsible to the Faculty, to whom it reports annually.

The Committee meets its responsibility by advising the Dean on the retention, promotion, and tenure of faculty members in the Arts and Sciences. When it receives formal written recommendations and supporting documents from the departments, it carefully evaluates each candidate according to the criteria set forth in the Faculty Handbook: "possession of the professional education, experience, and degrees necessary for his or her duties; conscientious and effective teaching with proper command of the material of his or her field, and helpfulness to his or her students; significant contributions to his or her field through research and scholarly or artistic activity, and through professional service; and responsible participation in departmental, faculty, and College governance." The Committee then sends its positive or negative recommendations to the Dean with an explanation for each decision. Its recommendations are made solely on the evidence of the qualifications prescribed in the Handbook; the numbers or proportions of tenured or senior faculty in the College or a department are not considered. After submitting its recommendations, the Committee often meets with the Dean to discuss the candidates before the Dean in turn forwards his recommendations to the Provost.

In order to give concrete focus to the necessarily general criteria stated in the Handbook, the Committee sent to all department chairpersons and personnel committees on October 1, 1984 a description of the kinds of supporting materials that should be submitted on behalf of each candidate. Its deliberations--and those of several previous committees--followed the guidelines in that memorandum.

During the academic year 1984-85, the Committee received and evaluated four recommendations for tenure; all four were endorsed by the Committee. The Committee also considered three recommendations for promotion from Instructor to Assistant Professor (all of which it endorsed); three recommendations for promotion from Assistant Professor to Associate Professor (all of which it endorsed); and ten recommendations for promotion from Associate Professor to Full Professor (four of which it endorsed). All of the Committee's recommendations were eventually endorsed by the Dean. A split vote by the Committee on one promotion to Full Professor was also resolved in the candidate's favor by the Dean. Finally, the Committee re-considered one departmental recommendation to terminate an untenured Assistant Professor. The Committee recommended retention instead, and the Dean concurred. But the Dean's decision was overturned by the Provost.

Howard Fraser
Franz Gross
James Harris
John McGlenon
Edgar Williams
James Axtell, Chairman