

Report to the Faculty
Advisory Committee on Retention, Promotion, and Tenure
October 1990

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 makes an annual report of its activities.

The Committee's main charge is to advise the Dean regarding recommendations of members of the Faculty of Arts and Sciences for retention, promotion, and tenure in accordance with the provisions in the Faculty Handbook.

During the academic year 1989-1990, the Committee evaluated seven recommendations for tenure and promotion to Associate Professor for continuing William and Mary faculty. It endorsed all seven recommendations, and the Dean subsequently concurred with the Committee.

The Committee also evaluated four recommendations for promotion to Professor for continuing William and Mary faculty. It endorsed all four recommendations, and the Dean concurred.

There were five recommendations for tenure together with the rank of Professor for individuals not currently on the Faculty. Three of these cases involved endowed chairs; the Committee endorsed one of these recommendations (with the Dean concurring), and made a negative recommendation with respect to the other two (with the Dean concurring in one and not the other). The two remaining recommendations not involving endowed chairs were endorsed by the Committee, and the Dean concurred in both cases.

The Committee was also asked to conduct an ad hoc review of the scholarly work of one individual who had been denied tenure the previous year. The Committee did not reverse its previous decision in this case; the Dean did not concur.

The ad hoc review was a one-time occurrence resulting from a perceived ambiguity in the provisions in the Faculty Handbook which seemed to allow for the reconsideration of adverse tenure decisions over and above the appeal procedures. The Committee worked with the Dean and the Provost to arrive at new language for the Faculty Handbook that will remove any possible ambiguity or uncertainty about the standard procedure for tenure review for continuing faculty.

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