

Report to the Faculty  
Advisory Committee on Retention, Promotion, and Tenure  
February, 1997

The Advisory Committee on Retention, Promotion, and Tenure consists of 6 members elected by the Faculty of Arts and Sciences and is charged with reviewing recommendations made by Arts and Sciences departments concerning the retention, promotion or tenure of members of these departments. The Committee's recommendations are forwarded to the Dean of the Faculty.

During the 1995-96 academic year, the Committee reviewed 13 departmental recommendations for tenure. Of these, the Committee forwarded to the Dean 11 affirmative recommendations and 2 negative ones. The Dean agreed in all cases in her recommendations to the Provost. Of the 11 affirmative recommendations, 9 were accompanied by promotion to the rank of Associate Professor, and 2 to the rank of Full Professor.

The Committee also evaluated 3 cases for the award of tenure to new appointments or potential appointments all at the rank of Full Professor. The Dean concurred in all cases.

There were 7 recommendations by departments for promotion to Full Professor. The Committee concurred with the department in 2 cases and disagreed in 5 cases. The Dean was troubled by some of these decisions and met with the Committee to discuss them. Time did not permit further review of these cases. All 7 candidates were ultimately promoted.

The Committee also reviewed 1 retention case brought to it by the Dean who disagreed with a departmental recommendation for retention based on a mid-probationary review. The Committee agreed with the department and the Dean subsequently accepted that recommendation.

The Committee has agreed that in future years, the report to the Faculty will take place at the September or October meeting of the Faculty at the discretion of the Dean. Since the report covers the previous academic year, it will be made by the chair of the Committee during that year.

#### Committee Members 1995-96

R. Champion  
J. Charles  
R. Kiefer  
J. Nezlek  
R. St. Onge  
B. Watkinson