

Report to the Faculty

From

Advisory Committee on Retention, Promotion, and Tenure
October, 1993

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 departmental recommendations of members of the Faculty of Arts and Sciences for promotion and tenure in accordance with the provisions in the Faculty Handbook.

During the academic year 1992-93, the Committee evaluated seven recommendations for tenure and promotion for continuing members of the William and Mary faculty. It supported all seven of the recommendations. The Dean subsequently concurred with the recommendations.

The Committee evaluated one recommendation for a new appointment with tenure at the professor level. The Committee supported the recommendation, and the Dean subsequently concurred.

The Committee also evaluated six recommendations from five departments for new appointments with tenure at the professor level for the final candidates for Provost. In its report to the Dean, the Committee wrote as follows:

The Committee recognizes, as do the departments, that under the circumstances of the candidates' on-campus interviews, the absence of documented teaching records, and the absence of copies of published scholarship, neither the departments nor the Committee could undertake complete formal tenure reviews. However, the Committee appreciates your involving the home departments in the review process, and your providing an opportunity for the departments to report on tenure. We support this process and agree that it is an important development in departmental participation.

The reports from the five departments indicate that no department took exception to offering tenure to the six candidates based on available information and the interviews. The reports indicate that departments either recommended tenure outright, or indicated belief that

a formal tenure review would lead to a recommendation of tenure.

The Retention, Promotion, and Tenure Committee unanimously supports the statements of the departments.

The Dean concurred with the recommendations.

The Committee evaluated five recommendations for promotion to professor for continuing William and Mary faculty. It supported three recommendations, but did not support two. The Dean subsequently concurred with all recommendations.

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