

**Report to the Faculty of Arts and Sciences**  
**Retention, Promotion and Tenure Committee**

*Sept. 5 2010*

This report covers the activities of the Committee in 2009-2010.

The Advisory Committee on Retention, Promotion, and Tenure consists of six members elected by the Faculty of Arts and Sciences and charged with reviewing recommendations made by Arts and Sciences departments and programs concerning the retention, promotion, and/or tenure of members of the home departments. The Committee's recommendations are forwarded to the Dean of the Faculty. Retention (interim review) cases usually come to the Committee only when a department or program recommends against retention or the Dean disagrees with a department or program recommendation.

During the 2009-2010 academic year, the Committee reviewed 12 departmental recommendations for tenure and appointment to Associate Professor. Of the 12 cases, the Committee forwarded to the Dean 11 positive recommendations and one negative recommendation. In the case with a negative recommendation from the committee, the Dean sought and received additional information from the department. Upon receiving this additional information, the RPT reconsidered the case, and still did not recommend tenure. The Dean disagreed with the Committee's negative assessment. and forwarded a positive recommendation to the Provost. In one of the cases in which the committee had a positive recommendation, the department had not recommended tenure. That case was eventually sent to Procedural Review, due to some issues early on in the process. The case was then considered anew, starting at the departmental level. In this reconsideration, the department did not recommend tenure, the RPT committee was evenly split, and the Dean and subsequently the Provost did not recommend tenure.

The Committee also reviewed 11 cases from departments recommending promotion to Full Professor. All 11 received positive endorsements from the committee, and the Dean concurred in each case.

The Committee also considered two cases for hiring of new faculty at the rank of Professor with tenure, both of which received positive recommendations from the Dean, who concurred in both cases.

The Committee also provided advice to the Dean on one interim review case. The committee recommended retention in this case.

The committee also pioneered the use of electronic dossiers. Several departments and candidates volunteered to provide the dossiers electronically, using a secure Blackboard site. The committee found this to be a convenient and environmentally-friendly format, and found no significant drawbacks with the use of either all electronic, or largely electronic dossiers.

When a member of the Committee had a conflict of interest in the case of a candidate (e.g., a member of the same department or interdisciplinary program), the committee was

replaced for that discussion and decision by a recent past member of the Committee from the same Area.

*Committee Members 2009-2010:*

Christopher Abelt, Lisa Anderson, David Armstrong (chair), Maryse Fauvel, Christopher Howard, Deborah Morse

*Committee Members 2010-2011:*

Christopher Abelt, Robert Archibald, John Charles, Maryse Fauvel (chair), Deborah Morse, Virginia Torczon