

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

From : Scott Nelson and Deborah Morse, Chairs of RPT 2011-2012

June 6, 2012

Committee Members 2011-2012: Scott Nelson (Chair – spring semester), Deborah Morse (chair – fall semester), Virginia Torczon, John Charles, Daniel Cristol, George Greenia, Paula Blank (spring semester)

This report covers the activities of the Committee in 2011-2012.

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. When a member of the Committee had a conflict of interest in the case of a candidate (such as a member of the same department), the Committee was replaced for that discussion and decision by a recent past member of the Committee from the same Area.

During the 2011-2012 academic year, the Committee reviewed sixteen departmental recommendations for tenure and appointment to Associate Professor. Of these sixteen cases, the Committee forwarded to the Dean thirteen positive recommendations and three negative recommendations. The Dean agreed with the Committee's recommendations. The Provost also concurred with all recommendations. Two of the three negative cases were sent to Procedural Review, but neither appeal was granted. One candidate that was recommended for tenure resigned for another position elsewhere before BOV approval.

The Committee also reviewed seven departmental recommendations for promotion to Professor. All but one received positive endorsements from the Committee. The Dean and the Provost granted promotion to Professor in all seven cases.

The evaluation of two cases for hiring of a new faculty at the rank of Professor with tenure was carried out at the end of the term, and a positive recommendation was made in both cases. The Dean and the Provost were in agreement with the Committee in both cases.

Nearly all departments provided the dossiers electronically, using a secure Blackboard site. The Committee finds this to be an efficient format, but had one concern with the use of electronic

dossiers: The report of the Committee is now available to the candidate, which is a change in procedure that may require further discussion. A second issue of concern was that dossiers for faculty with joint appointments did not always contain letters or other feedback from all relevant program directors, making it difficult to evaluate extra-departmental service.