

Report to the Faculty of Arts & Sciences from the Advisory Committee on Retention, Promotion, and Tenure

From: Vassiliki Panoussi and Rex K. Kincaid, Co-Chairs of RPT for 2022-23

Date: May 11, 2023

Committee members for 2022-23: Randolph Chambers, Rex Kincaid (co-chair), Robin Looft-Wilson, Vassiliki Panoussi (co-chair), Carol Sheriff, and Kim Wheatley.

This report summarizes the activities of the Committee on Retention, Promotion, and Tenure (RPT) for the academic year of 2022-23. The Advisory Committee on Retention, Promotion, and Tenure (hereafter RPT) serves as an advisor to the Dean of the Faculty of Arts & Sciences. It is comprised of six members, two from each of the three Areas, who are elected by the Faculty of Arts & Sciences. The committee is charged with reviewing recommendations made by departments and programs concerning the retention, tenure, or promotion of faculty members of A&S departments and programs. Members of the committee review the dossiers submitted for each candidate, write a report summarizing the candidate's record in scholarship, teaching, and service, and make recommendations. The committee's recommendations are forwarded to the Dean of the Faculty of Arts & Sciences, who then forwards her or his recommendation to the Provost.

Maintaining objectivity is crucial in all RPT activities. When a case before the committee involves a conflict of interest for a member – such as being a member of the same department/program – the committee member with a conflict is recused and replaced by a past member of RPT who represented the same academic Area. We are grateful to Professors Joan Gavaler, John Gilmour, Pamela Hunt, and Anne Rasmussen, each of whom generously agreed to serve as substitutes (some doing so multiple times) during the past academic year.

In the fall of 2022 and spring of 2023, the committee reviewed 10 internal and 4 external candidates for tenure. The RPT forwarded 13 positive recommendations and 1 negative recommendation to the Dean. The Dean agreed with all of the RPT's positive recommendations but disagreed with RPT's negative recommendation. Ultimately, 14 candidates were presented to the Board of Visitors with positive recommendations from the Provost. As is the custom, the BOV receives only the recommendation from the Provost and does not see the recommendation from the Dean. The Board voted positively on all of the cases and granted tenure to all 14 candidates.

In the fall of 2022 and spring of 2023, the committee reviewed 10 internal cases for promotion to the rank of Professor. In all 10 cases the committee recommended promotion to Professor. The Dean and Provost endorsed the RPT recommendations in all cases. All 10 candidates received endorsement from the Board of Visitors and were promoted to the rank of Professor.

RPT reviewed 9 requests to award Emeritus/a status to retiring faculty. In two cases, RPT was asked to recommend promotion to Professor. RPT approved all requests and 9 retiring faculty were awarded Emeritus/a status by the Board of Visitors in Spring 2023.

According to the our bylaws, RPT is also tasked with reviewing retention cases. During AY 22-23, RPT was not consulted in any retention cases.

Respectfully submitted,

Rex Kincaid
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