

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

From: Randy Chambers and Carol Sheriff, Co-Chairs of RPT for 2024-25

Date: May 7, 2025

Committee members for 2024-25: Chris Abelt, Randy Chambers (co-chair), Laura Ekstrom, John Parman (Spring 2025 only), Alexander Prokhorov, Carol Sheriff (co-chair), and Michael Tierney (Fall 2024 only).

This report summarizes the activities of the Committee on Retention, Promotion, and Tenure (RPT) for the academic year of 2024-25. The Advisory Committee on Retention, Promotion, and Tenure 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 their own recommendation to the Provost.

Because John Parman (Area II) was elected to the RPT shortly before beginning a fall SSRL, the Dean appointed Michael Tierney to serve as a semester-long substitute. The RPT co-chairs extend much gratitude to Mike for his substantial service.

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—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 Liz Allison, Chris Howard, Rex Kincaid, Robin Looft-Wilson, Anne Rasmussen, and Kim Wheatley, each of whom generously agreed to serve as substitutes during the past academic year.

In the fall of 2024, the committee reviewed sixteen internal and no external candidates for tenure. The RPT forwarded fifteen positive recommendations to the Dean. The Dean agreed with all the RPT's positive recommendations and offered a positive recommendation in a case for which the RPT had offered a split recommendation. Ultimately, fifteen 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 those fifteen cases and granted tenure to fifteen candidates. The one case that the Provost did not forward to the BOV is under appeal at the time of this report's submission.

In the fall of 2024 and spring of 2025, the committee reviewed ten internal cases for promotion to the rank of Professor. In all ten cases the committee recommended promotion to Professor. The Dean and Provost endorsed the RPT recommendations in all cases. All ten candidates received endorsement from the Board of Visitors and were promoted to the rank of Professor.

RPT reviewed five requests to award Emeritus/a status to retiring faculty and approved all requests. All five retiring faculty were awarded Emeritus/a status by the Board of Visitors in Spring 2025.

RPT is no longer routinely tasked with reviewing retention cases. During AY 24-25, RPT was not consulted on any retention case.

Respectfully submitted,

Randy Chambers and Carol Sheriff