

Promotion and Tenure Committee
Written Report
April 21, 2008 Faculty Meeting

The Committee has met once since the last faculty meeting. During the meeting we determined the winner of the Pantagraph award and decided to bring forward one more proposal for the year. The proposal is added below and is meant to address concerns regarding the evaluation of Chairs and Directors seeking promotion.

The Committee would also like to remind you that the annual “Making a Case” workshop will be held on reading day, April 23. The workshop is 11:30 – 1:30, but is meant to be two one hour sessions, 11:30-12:30 and 12:30 - 1:30. Probationary faculty, faculty considering application for promotion and their supervisors are encouraged to attend.

Respectfully submitted,

Dave Bollivar, Chair

PAT proposal regarding the supervisor letter for Chairs and Directors seeking promotion.

Rationale: Promotion and Tenure Committee has been discussing issues surrounding the evaluation of Chairs or Directors seeking promotion. Currently the Provost provides the supervisor letter for Chairs and Directors seeking promotion. The Committee notes that for many faculty, the Provost would be unable to provide a discipline specific evaluation of their teaching and scholarship. The Committee also notes that it is a conflict of interest for the Provost to write the letter because she also is an *ex officio* member of PAT and is charged with ensuring that the evaluation process is properly conducted. The Committee is seeking to improve upon the current process for Chairs and Directors pursuing promotion while ensuring that a critical evaluation is performed in all areas.

Proposed process: Chairs or Directors seeking promotion will be expected to name, after receiving their consent, three individuals whom they feel would be best suited to write their evaluation letter. From that list, the Provost will select one individual who will then write the evaluation letter. The Committee proposes that the evaluator be at least a tenured Associate Professor in the home department or in a closely aligned department, and preferably have experience as chair.

This paragraph would be added to Handbook in Chapter IV. section C. Tenure and Advancement 1. Tenure c. Criteria for Earning Tenure at the end of this section.