

Promotion and Tenure Committee
Written Report
October 1, 2007 Faculty Meeting

The Committee has met three times since the last faculty meeting.

As part of its constitutional responsibilities, the PAT Committee is expected to “study policies and practices in faculty personnel matters including standards of recruitment, promotion, tenure, separation, working conditions, and compensation.” (Article III Section 4.b.2) In the spirit of educating ourselves about current practices at other universities, the Committee read and discussed two documents: The MLA Report on Evaluating Scholarship for Tenure and Promotion, and the Smith College Report on the Status of Untenured Faculty. The Committee found both documents to be thought-provoking, but is not considering any specific action as a result of this discussion.

The Committee has focused on continuing items outlined in the last faculty meeting report. The Committee is preparing documents explaining our rationale for consideration of a requirement that faculty members serve a minimum number of years at the Associate Professor level prior to seeking promotion to full Professor. We are seeking feedback from the faculty regarding this proposal prior to bringing the final proposal to the faculty.

The Committee is also preparing documents explaining the rationale for changing the author of the supervisor/evaluation letter for Chairs and Directors. The proposed changes are being brought to current Chairs and Directors before seeking input from the entire faculty.

Finally, the Committee has drafted language that would require supervisors who consult with colleagues during the preparation of evaluation letters to indicate with whom they have consulted. The supervisor would also be expected to describe the nature of the information sought from colleagues. The proposal does not establish new policies, but codifies the process and ensures that the Promotion and Tenure Committee will be informed about the process used by a supervisor. This proposal is being brought to the faculty at this meeting.

Respectfully submitted,

Dave Bollivar, Chair