

2017-18 Tenure and Promotion Committee Report

Members: James Babanikos (Chair), Sylvia Chan-Olmsted, Sandi Chance, Robyn Goodman (sitting in for Cynthia Morton for the Fall semester), Linda Hon, Moon Lee, Jon Morris, Ron Rodgers

This was a relatively quiet year for the T & P Committee, as there were only two people going up for tenure (and one of them decided to pull the packet and resubmit next year), and no one went up for Third Year Review.

The Committee, though, did discuss two important documents – the College’s “Faculty Standards and Criteria” for research and promotion, and the “Research Norms and Expectations Guidelines” that the Research Committee came up with last year.

The main point from our discussion centered on what the purpose of the “Research Norms and Expectations Guidelines” document is. If it’s to let people know what’s expected of them to get tenure and/or promotion, then maybe the better thing to do is to come up with a document that showed what successful tenure and promotion packets in that past three years or so look like. If it’s to make it a policy of what’s expected from the College’s faculty, that’s a different story, and we need to take a closer look at it. At the very least, we can change the recommended “2-4 publications per year”, to “at least two publications a year.”

Most of the Committee also felt that the College’s “Faculty Standards and Criteria” document is a little too obscure and open-ended, and wondered what could be done to make it more concrete. It was suggested that maybe the Chair of the College’s T & P Committee can meet with the Chair of the University Personnel Board to see what that committee looks for in making their decisions on whether to grant the candidate tenure and/or promotion.

As the T & P chair, I did chat with Dr. Angel Kwolek-Folland, the Associate Provost for Academic and Faculty Affairs, during the College’s T & P workshop in late January, and she was noncommittal about what the University Personnel Board looks for; she said that each case is different, and each candidate needs to argue their case as best they can as to why they deserve to be tenured and/or promoted.