

Election Ballot

Tenure and Promotion Committee

Three-Year Term: 2012 - 2015

MEMBERS OF THE COMMITTEE WHOSE TERMS CONTINUE:

NAME	DEPARTMENT	TERM
Kevin Dunn	English (on leave 11-12)	12 - 15
Mark Kachanov	Mechanical Engineering	11 - 14
Beatrice Manz	History (on leave 11-12)	10 - 14
Kent Portney	Political Science	10 - 13

**NOMINATIONS FOR 2012 - 2015 ACADEMIC YEARS TO REPLACE
SHELDON KRIMSKY AND FILL THE OPEN POSITION:**

(PLEASE VOTE FOR TWO FACULTY MEMBERS)

- | | |
|---|--|
| <input type="checkbox"/> Catherine Freudenreich, Biology
<input type="checkbox"/> Fulton Gonzalez, Mathematics
<input type="checkbox"/> Vida Johnson, German, Russian and Asian Languages and Literatures | <input type="checkbox"/> Isabelle Naginski, Romance Languages
<input type="checkbox"/> Dan Richards, Economics
<input type="checkbox"/> <i>Additional Candidates To Be Named</i> |
|---|--|

Or write in:

BYLAW FOR THE COMMITTEE ON TENURE & PROMOTION

Article IV, Section 2(c): A **Committee on Tenure and Promotion**, consisting of six tenured members of this Faculty elected by the entire voting Faculty, and the Provost, without vote. At all times, the Committee membership shall include at least two members from the faculty of the School of Arts and Sciences and one member of the faculty from the School of Engineering. No more than one member of a single department may be a member of this Committee at any one time.

The Committee shall elect its own chairman, vice-chairman, and secretary. In the event that an individual being considered is a member of the same department as the chairman of the Committee, the vice-chairman shall serve as chairman.

This Committee shall review the qualifications of all individuals who are proposed for consideration for a tenured position or who are proposed for promotion above the rank of assistant professor, or who request such consideration. It shall requisition and consider all evidence that has a bearing on the individual under consideration. This shall include a departmental statement, and a privately submitted evaluation and recommendation to the chairman of the Committee on Tenure and Promotion from each tenured member of the candidate's department(s); non-tenured members are invited to submit evaluations and recommendations but are not required to do so. After review of the confidential letters by the Committee on Tenure and Promotion, the Committee will forward these letters along with the rest of the candidate's dossier to the Administration, unless the case is tabled. Confidential letters will be kept secure by the Secretary of the Faculty for three years from the date of official action by the Board of Trustees on the candidate's application, at which time the letters will be destroyed, unless the Administration has been legally enjoined from doing so.

The departmental statement shall reflect the full range of opinion of department members who vote on the application, record the numerical vote, and be signed by all voting members. When department members cannot agree on a single statement, a signed minority statement shall be submitted. The statement(s), including a list of members who voted, shall be made available to the candidate who has the option to submit a timely written response to the department statement. When pertinent, the views of colleagues, both tenured and non-tenured, in other departments, and of individuals from outside the University shall be obtained. The Committee may ask any of the above persons, or the candidate himself/herself, to appear in person. Each department will maintain records of student opinion of faculty members, from which information about a candidate will be made available to the Committee when appropriate.

For each candidate under consideration for Tenure, the Committee on Tenure and Promotion shall create an external subcommittee. Each External Subcommittee shall consist of: (a) two members of the Committee on Tenure and Promotion, one of whom shall serve as chair; (b) two members of the department(s) concerned, elected by the tenured member(s) of the department; and (c) one member, hereafter referred to as the outside expert, selected by the tenured members of the department(s) concerned. This outside expert should be from the same discipline as the candidate, or a related field.

Members of the External Subcommittee shall review and meet to discuss all the evidence presented in a candidate's case. At the request of any single member of the External Subcommittee, the External Subcommittee shall meet with all of the voting members of the Committee on Tenure and Promotion for further deliberations. Such request may be expressed prior to the External Subcommittee meeting, in which case the larger meeting may take place immediately following the External Subcommittee meeting (for the convenience of the outside expert). Such request may also be expressed at the conclusion of the External Subcommittee meeting, in which case the larger meeting may have to take place on a later date. Following the External Subcommittee meeting, and, if requested, the larger meeting with all voting members of the Committee on Tenure and Promotion also present, the Subcommittee Chair will prepare a

written report that reflects the discussions and findings of these meetings; this report shall be signed by all members of the External Subcommittee and shall become a permanent part of the case that goes forward to the Committee on Tenure and Promotion and to the Administration, unless the case is tabled. In no case shall the External Subcommittee vote on the qualifications of the candidate.

For candidates who already hold tenured positions at comparable institutions, and whose appointment at Tufts does not involve a promotion in rank, the Tenure and Promotion Committee may, upon request from the department and the appropriate Dean, review the case without the formation of an external subcommittee. In all other tenure cases or if after initial review of the case the Tenure and Promotion Committee feels that it is necessary, an external subcommittee shall be constituted and meet as described above.

For candidates under consideration for promotion to Full Professor or in any case where an external subcommittee is not convened, the Committee on Tenure and Promotion shall create an internal two-person Tenure and Promotion subcommittee responsible for overseeing and presenting the details of the case to the Committee. If after initial review of the case the Tenure and Promotion Committee feels that it is necessary, the Tenure and Promotion Committee retains the right to gather more information in accordance with the procedures outlined in Statement 11.

The Committee on Tenure and Promotion shall review and deliberate on all the available evidence in the case. The Committee on Tenure and Promotion shall (a) vote on the merits of each case, and it shall submit a written report of its findings for each case, including a record of the vote, to the appropriate Dean; or (b) vote to table the case and report the vote to table to the appropriate Dean.

The deliberations of the Committee shall be considered confidential; however, the Committee's final division on the vote shall be conveyed to the candidate and his/her chair by the chair of the Committee at the time such information is transmitted to the appropriate Dean. The Committee's procedures shall ensure that the candidate is made aware of the names of all proposed referees, subcommittee members, and consultants, and of authors of all unsolicited communications regarding the candidate, in sufficient time to permit written objections and/or alternative suggestions to be considered prior to relevant actions. Confidentiality of communications received by or on behalf of the Tenure and Promotion Committee shall be honored to the fullest extent permitted by law.

The Committee shall also, in consultation with the Provost and the Deans of the Associated Schools, prepare and review periodically the general criteria for tenure and promotion. These shall be made available in writing to this Faculty.

Nomination and election of members of this Committee shall take place in accordance with the provisions of these Bylaws. With the exception of the Grievance Panel, membership on this Committee shall not preclude membership on any other committee of this Faculty. A member shall serve for three years; with the exception of the first election, one-third of the members shall be elected each year.

Eligible Faculty Members

First Name	Last Name	Rank	Department	Tenure Status
Stephen	Bailey	Associate Professor	Anthropology	T
David	Guss	Professor	Anthropology	T
Deborah	Pacini	Professor	Anthropology	T
Rosalind	Shaw	Associate Professor	Anthropology	T
Daniel	Abramson	Associate Professor	Art History	T
Ikumi	Kaminishi	Associate Professor	Art History	T
Christina	Maranci	Associate Professor	Art History	T
Peter	Probst	Professor	Art History	T
Adriana	Zavala	Associate Professor	Art History	T
Harry	Bernheim	Associate Professor	Biology	T
Frances	Chew	Professor	Biology	T
David	Cochrane	Professor	Biology	T
George	Ellmore	Associate Professor	Biology	T
Susan	Ernst	Professor	Biology	T
Catherine	Freudenreich	Associate Professor	Biology	T
Juliet	Fuhrman	Associate Professor	Biology	T
Michael	Levin	Professor	Biology	T
Sara	Lewis	Professor	Biology	T
Kelly	McLaughlin	Associate Professor	Biology	T
Sergei	Mirkin	Professor	Biology	T
Colin	Orians	Professor	Biology	T
Jan	Pechenik	Professor	Biology	T
Michael	Reed	Professor	Biology	T
Michael	Romero	Professor	Biology	T
Philip	Starks	Associate Professor	Biology	T
Barry	Trimmer	Professor	Biology	T

Mark	Cronin-Golomb	Professor	BioMedical Eng	T
Sergio	Fantini	Professor	BioMedical Eng	T
Irene	Georgakoudi	Associate Professor	BioMedical Eng	T
David	Kaplan	Professor	BioMedical Eng	T
Fiorenzo	Omenetto	Professor	BioMedical Eng	T
Gary	Bedell	Associate Professor	BSOT	T
Sharan	Schwartzberg	Professor	BSOT	T
Linda	Tickle-Degnen	Professor	BSOT	T
Maria	Flytzani-Stephanopoulos	Professor	Chem/Bio Eng	T
Christos	Georgakis	Professor	Chem/Bio Eng	T
Kyongbum	Lee	Associate Professor	Chem/Bio Eng	T
Jerry	Meldon	Associate Professor	Chem/Bio Eng	T
Daniel	Ryder	Associate Professor	Chem/Bio Eng	T
Nak Ho	Sung	Professor	Chem/Bio Eng	T
Robert	Dewald	Professor	Chemistry	T
Terry	Haas	Professor	Chemistry	T
Jonathan	Kenny	Professor	Chemistry	T
Samuel	Kounaves	Associate Professor	Chemistry	T
Krishna	Kumar	Professor	Chemistry	T
Albert	Robbat	Associate Professor	Chemistry	T
Elena	Rybak-Akimova	Professor	Chemistry	T
Mary Jane	Shultz	Professor	Chemistry	T
Robert	Stolow	Professor	Chemistry	T
E. Charles	Sykes	Associate Professor	Chemistry	T
Arthur	Utz	Associate Professor	Chemistry	T
David	Walt	Professor	Chemistry	T
Marina	Bers	Associate Professor	Child Dev	T
Kathleen	Camara	Associate Professor	Child Dev	T
Ann	Easterbrooks	Professor	Child Dev	T
David	Feldman	Professor	Child Dev	T
Calvin	Gidney	Associate Professor	Child Dev	T
Francine	Jacobs	Associate Professor	Child Dev	T
Richard	Lerner	Professor	Child Dev	T
Christine	McWayne	Associate Professor	Child Dev	T
Jayanthi	Mistry	Associate Professor	Child Dev	T
Ellen	Pinderhughes	Associate Professor	Child Dev	T
Fred	Rothbaum	Professor	Child Dev	T
Maryanne	Wolf	Professor	Child Dev	T
Laurie	Baise	Associate Professor	Civil/Enviro Eng	T
Steven	Chapra	Professor	Civil/Enviro Eng	T
Wayne	Chudyk	Associate Professor	Civil/Enviro Eng	T
Luis	Dorfmann	Associate Professor	Civil/Enviro Eng	T
John	Durant	Associate Professor	Civil/Enviro Eng	T
David	Gute	Associate Professor	Civil/Enviro Eng	T
Shafiqul	Islam	Professor	Civil/Enviro Eng	T
Kurt	Pennell	Professor	Civil/Enviro Eng	T
Masoud	Sanayei	Professor	Civil/Enviro Eng	T
Christopher	Swan	Associate Professor	Civil/Enviro Eng	T
Richard	Vogel	Professor	Civil/Enviro Eng	T
Gregory	Crane	Professor	Classics	T
Steven	Hirsch	Associate Professor	Classics	T
Bruce	Hitchner	Professor	Classics	T
Joanne	Phillips	Associate Professor	Classics	T
Anselm	Blumer	Associate Professor	Computer Sci	T
Carla	Brodley	Professor	Computer Sci	T

Alva	Couch	Associate Professor	Computer Sci	T
Lenore	Cowen	Professor	Computer Sci	T
Soha	Hassoun	Associate Professor	Computer Sci	T
Robert	Jacob	Professor	Computer Sci	T
Roni	Khardon	Associate Professor	Computer Sci	T
Norman	Ramsey	Associate Professor	Computer Sci	T
Matthias	Scheutz	Associate Professor	Computer Sci	T
Donna	Slonim	Associate Professor	Computer Sci	T
Diane	Souvaine	Professor	Computer Sci	T
Downing	Cless	Associate Professor	Drama/Dance	T
Barbara	Grossman	Professor	Drama/Dance	T
Laurence	Senelick	Professor	Drama/Dance	T
Alice	Trexler	Associate Professor	Drama/Dance	T
Marcelo	Bianconi	Associate Professor	Economics	T
Drusilla	Brown	Associate Professor	Economics	T
David	Dapice	Associate Professor	Economics	T
Rajeev	Dehejia	Associate Professor	Economics	T
Thomas	Downes	Associate Professor	Economics	T
David	Garman	Associate Professor	Economics	T
Edward	Kutsoati	Associate Professor	Economics	T
Linda	Loury	Professor	Economics	T
Margaret	McMillan	Associate Professor	Economics	T
Daniel	Richards	Professor	Economics	T
Enrico	Spolaore	Professor	Economics	T
Jeffrey	Zabel	Professor	Economics	T
Barbara	Brizuela	Associate Professor	Education	T
David	Hammer	Professor	Education	T
Kathleen	Weiler	Professor	Education	T
Mohammed Nurul	Afsar	Professor	Elec/Comp Eng	T
Chong Hwa	Chang	Associate Professor	Elec/Comp Eng	T
Jeffrey	Hopwood	Professor	Elec/Comp Eng	T
Joseph	Noonan	Professor	Elec/Comp Eng	T
Karen	Panetta	Professor	Elec/Comp Eng	T
Douglas	Preis	Professor	Elec/Comp Eng	T
Sameer	Sonkusale	Associate Professor	Elec/Comp Eng	T
Aleksandar	Stankovic	Professor	Elec/Comp Eng	T
Anne	Gardulski	Associate Professor	Geology	T
Grant	Garven	Professor	Geology	T
John	Ridge	Professor	Geology	T
Gloria	Ascher	Associate Professor	Ger/Russ/As	T
Daniel	Brown	Associate Professor	Ger/Russ/As	T
Gregory	Carleton	Associate Professor	Ger/Russ/As	T
Sol	Gittleman	Professor	Ger/Russ/As	T
Hosea	Hirata	Professor	Ger/Russ/As	T
Charles	Inouye	Professor	Ger/Russ/As	T
Vida	Johnson	Professor	Ger/Russ/As	T
Bernhard	Martin	Associate Professor	Ger/Russ/As	T
Susan	Napier	Professor	Ger/Russ/As	T
Christiane	Romero	Professor	Ger/Russ/As	T
Joel	Rosenberg	Associate Professor	Ger/Russ/As	T
Xueping	Zhong	Associate Professor	Ger/Russ/As	T
Christoph	Borgers	Professor	Mathematics	T
Fulton	Gonzalez	Professor	Mathematics	T
Mauricio	Gutierrez	Professor	Mathematics	T
Marjorie	Hahn	Professor	Mathematics	T

Boris	Hasselblatt	Professor	Mathematics	T
George	McNinch	Associate Professor	Mathematics	T
Zbigniew	Nitecki	Professor	Mathematics	T
Eric Todd	Quinto	Professor	Mathematics	T
Kim	Ruane	Associate Professor	Mathematics	T
Montserrat	Teixidor i Bigas	Professor	Mathematics	T
Loring	Tu	Professor	Mathematics	T
Richard	Weiss	Professor	Mathematics	T
Joseph	Auner	Professor	Music	T
Jane	Bernstein	Professor	Music	T
David	Locke	Associate Professor	Music	T
John	McDonald	Professor	Music	T
Janet	Schmalfeldt	Associate Professor	Music	T
Jody	Azzouni	Professor	Philosophy	T
Nancy	Bauer	Associate Professor	Philosophy	T
Avner	Baz	Associate Professor	Philosophy	T
Daniel	Dennett	Professor	Philosophy	T
Ray	Jackendoff	Professor	Philosophy	T
Erin	Kelly	Associate Professor	Philosophy	T
Lionel	McPherson	Associate Professor	Philosophy	T
George	Smith	Professor	Philosophy	T
Stephen	White	Associate Professor	Philosophy	T
Peggy	Cebe	Professor	Physics/Astronomy	T
Lawrence	Ford	Professor	Physics/Astronomy	T
Hugh	Gallagher	Associate Professor	Physics/Astronomy	T
Gary	Goldstein	Professor	Physics/Astronomy	T
Leon	Gunther	Professor	Physics/Astronomy	T
Kenneth	Lang	Professor	Physics/Astronomy	T
Anthony	Mann	Professor	Physics/Astronomy	T
Austin	Napier	Professor	Physics/Astronomy	T
William	Oliver	Professor	Physics/Astronomy	T
Jack	Schneps	Professor	Physics/Astronomy	T
Krzysztof	Sliwa	Professor	Physics/Astronomy	T
Roger	Tobin	Professor	Physics/Astronomy	T
Alexander	Vilenkin	Professor	Physics/Astronomy	T
Nalini	Ambady	Professor	Psychology	T
Emily	Bushnell	Professor	Psychology	T
Richard	Chechile	Professor	Psychology	T
Robert	Cook	Professor	Psychology	T
Joseph	DeBold	Professor	Psychology	T
David	Harder	Professor	Psychology	T
Phillip	Holcomb	Professor	Psychology	T
Robin	Kanarek	Professor	Psychology	T
Gina	Kuperberg	Associate Professor	Psychology	T
Keith	Maddox	Associate Professor	Psychology	T
Klaus	Miczek	Professor	Psychology	T
Lisa	Shin	Associate Professor	Psychology	T
Samuel	Sommers	Associate Professor	Psychology	T
Holly	Taylor	Professor	Psychology	T
Brian	Hatcher	Professor	Religion	T
Juan	Alonso	Professor	Romance Lang	T
Gerard	Gasarian	Professor	Romance Lang	T
Nina	Gerassi-Navarro	Associate Professor	Romance Lang	T
E. Teresa	Howe	Professor	Romance Lang	T
Brigitte	Lane	Associate Professor	Romance Lang	T

Jose	Mazzotti	Professor	Romance Lang	T
Isabelle	Naginski	Professor	Romance Lang	T
Vincent	Pollina	Associate Professor	Romance Lang	T
Paula	Aymer	Associate Professor	Sociology	T
John	Conklin	Professor	Sociology	T
James	Ennis	Associate Professor	Sociology	T
Paul	Joseph	Professor	Sociology	T
Susan	Ostrander	Professor	Sociology	T
Rosemary	Taylor	Associate Professor	Sociology	T
Julian	Agyeman	Professor	UEP	T
Rachel	Bratt	Professor	UEP	T
Francine	Jacobs	Associate Professor	UEP	T
James	Jennings	Professor	UEP	T
Weiping	Wu	Professor	UEP	T