

# Tenure and Promotion Committee for Arts, Science, and Engineering

Annual Report 2008-09

## *Membership*

Members of the Committee included the following:

- i. Associate Professor Sonia Hofkosh, English
- ii. Associate Professor Eric Rosenberg, Art History
- iii. Associate Professor Stephen Levine, Civil and Environmental Engineering
- iv. Professor Daniel Richards, Economics
- v. Professor Emily Bushnell, Psychology
- vi. Professor Charles Inouye, GRALL

Professor Misha Kilma of the Mathematics Department and Professor Yannis Ioaniddes were on leave and will return to the Committee for the 2009-2010 year. Their replacements for this current year were Emily Bushnell and Daniel Richards.

Yannis Ioannides will chair the Committee in 2009-2010. Shelly Krinsky, Urban and Environmental Policy and Planning, will join the Committee next year. Inouye, Kilmer, Rosenberg, and Levine will return.

## *Summary of activities*

Our work load of 20 cases was considerable but not as heavy as in 2008-2009.

Type	Number
Mandatory tenure cases	5
Non-mandatory tenure cases	2
Promotion cases	7
Lateral hire cases	6

We voted to recommend tenure in five out of seven cases (71%). We voted to recommend promotion for all seven cases. We voted to support tenure and/or promotion for all six lateral hires.

### *Changes in procedures*

For the first year, we asked preparators to help us gather written evaluations from mentees, both present and past. This proved to be valuable information in our deliberations. Naturally, there was some confusion about procedures. Some departments did not view the letters from past mentees when making their deliberations; and in this case, we asked them to look over the file and let us know if they changed anyone's feelings about the cases before them. Also, for next year, the Secretary of the Faculty will be the one who contacts the potential mentee letter writers. I have asked the Secretary to do an analysis of the mentee letter process.

This was the last year for outside experts to be invited to participate in promotion cases. Going forward, two members of the Committee will still be assigned to study a case thoroughly and make a presentation to the full committee. There will no longer be subcommittee meetings nor subcommittee reports for promotion cases, however.

### *Course relief*

Because of financial pressures on the University, we volunteered (after considerable debate) to give up one of our two course reliefs. The chair will continue to have a teaching load of 1- and-1. But the rest of the members will have a 1-and-2 or 2-and-1 load for 2009-10. We reserved the right to revisit the issue in the future, as the financial situation of the University or as the work load changes. The expected work load for 2009-2010 will be 16 cases (included the resumed Kounaves promotion case) plus any lateral hires that might come up.

### *Issues to consider*

#### *1. Makeup of the committee*

There is a need to ensure that the Committee is as diverse as possible. Presently, the only condition imposed upon elections to the Committee is that one of us be an engineer. Perhaps we should also stipulate that at least one of us be from the five

areas of the curriculum: arts, humanities, social science, natural science, mathematics. Next year, none of us will be natural scientists.

Gender balance should also be considered. Next year, Professor Kilmer will be the only woman on the Committee.

Also we have no rule to the effect that most members of the Committee be full professors. The presence of associate professors is a desirable aspect of the diversity the Committee needs; but it is conceivable that the ratio could get out of balance as it almost did this year, with three associate professors and three professors.

*Final comments*

This was Jillian Dubman's first year as the Secretary of the Faculty, replacing Cathy Doheney. Jillian quickly learned what needed to be done, and kept things moving forward smoothly. She even made certain improvements to the process that we appreciated.

Submitted on behalf of the Committee,

Charles Shirō Inouye, chair

May 12, 2009