A&S&E Faculty Committee on Tenure and Promotion

- The Committee on Tenure and Promotion acted on seven “must” tenure applications from assistant professors this year.
- The committee acted on one early case for tenure.
- The committee acted on eight applications for promotion to (full) professor.
- The committee acted on five lateral hires with applications for tenure.

For all but one of the twenty-one cases listed above, votes were taken and forwarded to the administration. In nineteen of the twenty cases voted on, the majority of the committee made a favorable recommendation. At the time of this report one promotion case is still under review.

The committee proposed to the faculty two substantive procedural changes. One required all departmental votes on tenure and promotion to be taken by secret ballot. The second created an expedited review process for very qualified lateral hires. Both changes were approved by the faculty on April 19, 2006.

The committee wishes to note a gradual change in the process over the past few years. Until recently the deliberations of the committee and the administration were largely separate and sequential, with the administration receiving the case materials only when the committee’s deliberations were complete, and with minimal direct communication between the two groups. The administration now receives most case materials at the same time as the committee, and discusses each case with the committee prior to the committee’s vote. The new process has clear advantages in efficiency and communication, but carries some risk of diminishing the influence of the faculty in tenure and promotion review.

Respectfully for the committee,

Roger Tobin, chair