A&S&E Faculty Committee on Tenure and Promotion

During the 2007–2008 academic year the Committee on Tenure and Promotion evaluated eleven candidates for tenure and three candidates for promotion from associate to full professor. All these cases have been completed and have been sent to the administration for its decision. At this writing there are seven lateral hire candidates still at the departmental level. If these cases reach the committee they will be processed over the late spring and summer.

In the past year we have worked diligently to try to improve our process.

- We successfully implemented a new vetting procedure for reviewing proposed outside letter writers.
- We proposed changes in the second- and fourth-year review system so that beginning in 2008–2009, all junior faculty will receive a written report based on the evaluations made by their department and by their academic dean.
- We have ended the practice of tenure candidates soliciting so-called “unsolicited” letters from undergraduates. Instead, we are putting into place a systematic solicitation of all students mentored by each tenure or promotion candidate.
- We have prepared a memorandum aimed at improving the performance of outside members of subcommittees.
- We have revised Statement 11 in an effort to clarify ambiguous language that created problems.
- We have evaluated the process, administered by the Secretary of the Faculty, through which departments and faculty are advised in detail of our procedures.

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