A&S&E Faculty Committee on Tenure and Promotion
Annual Report 2009–2010

Membership
The committee in 2009–2010 was composed of the following faculty members.
- Professor Charles Inouye, German, Russian, and Asian languages and literatures
- Professor Yannis Ioannides, economics
- Professor Misha Kilmer, mathematics
- Professor Sheldon Krimsky, urban and environmental policy and planning
- Associate Professor Stephen Levine, civil and environmental engineering
- Associate Professor Eric Rosenberg, art history

Professors Misha Kilmer and Yannis Ioannides returned to the committee on May 1, 2009 for the 2009–2010 year. Professor Ioannides chaired the committee during the year.

Misha Kilmer will chair the committee in 2010–2011. Shelly Krimsky, Stephen Levine, and Eric Rosenberg will return in 2010–2011. They will be joined by the two new members: Professor Beatrice Manz, history, and Professor Kent Portney, political science. Charles Inouye and Yannis Ioannides completed their terms on April 30, 2010.

Summary of Activities
Our initial workload of twenty-one cases was as follows.

<table>
<thead>
<tr>
<th>Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mandatory tenure cases</td>
<td>5</td>
</tr>
<tr>
<td>Nonmandatory tenure cases</td>
<td>6</td>
</tr>
<tr>
<td>Promotion cases</td>
<td>6</td>
</tr>
<tr>
<td>Lateral hire cases</td>
<td>4</td>
</tr>
</tbody>
</table>

Two of the candidates withdrew before their case materials came to the committee. We voted to recommend tenure in 100 percent of the tenure cases and to recommend promotion in 80 percent of the promotion cases. We voted to recommend tenure for all four lateral hires. Finally, the process for an additional mandatory case for promotion and tenure was started and is to run on a different calendar. This case is to be acted upon by the university by December 31, 2010.

Changes in Procedures
This was the second year that preparators and departments were asked to help us gather written evaluations from mentees, both present and past. This continued to be very valuable information in our deliberations. It was the first year when the Secretary of the Faculty contacted the potential mentee letter writers on behalf of the committee chair. The committee may wish to reconsider whether setting a deadline for mentee letters later than August 15 would be appropriate.

Generally, mentees have taken our request for letters very seriously and typically written thoughtful and very detailed letters.
According to the revised Statement 11 that took effect September 1, 2008, academic year 2009–2010 was the first year in which outside experts were not invited to participate in subcommittees for promotion cases. We implemented a system instead whereby an internal subcommittee composed of two members is formed and reports to the full committee, and no written report is produced. The committee’s ability to evaluate promotion cases without the assistance of an outside expert will continue to depend critically on the quality of the case preparation by departments. Departments must anticipate that it will no longer be possible for any questions raised by the committee to be posed to outside experts as subcommittee members.

Course Release

We reconsidered the committee’s decision to reduce the two-course release and with the provost’s gracious agreement we went back to a two-course release for 2009–2010. This was important, because reading and discussing mentee letters along with the increased thoroughness of the process of vetting names of proposed referees for tenure and promotion candidates have added substantial time commitment to the committee’s workload.

Issues to Consider

Makeup of the committee. There is a need to ensure that the committee is as diverse as possible. Currently, the only condition imposed upon elections to the committee is that one of the members be an engineer. After much discussion, we decided not to request a stipulation that at least one of the committee members be from the four areas of the curriculum: arts, humanities, social science, and natural science. We also considered a related request by an engineering department to create an ad hoc committee whenever recusals deprive the committee of any engineering representation. After deliberation and a consultation with the Committee on Committees and with former chairs of the Committee on Tenure and Promotion Committee, we decided it would be too much of a culture change and cause more problems than it would solve and therefore not to pursue it.

Gender balance continues to be a critical issue, and the Committee on Committees needs to address it in a systematic manner. In academic year 2010–2011, there will be two female faculty members on the committee (Professors Kilmer and Manz), but in 2011–2012 there will be only one (Professor Manz).

Administrative Matters

Secretary of the Faculty Jillian Dubman continued to serve admirably well as the committee’s administrative link with the provost’s office. We were blessed by Cathy Doheney’s willingness to return during Jillian’s maternity leave. Jillian continued to be very helpful with numerous improvements in the committee’s administrative process and the interface with the provost and the academic deans.

Submitted on behalf of the committee,

Yannis M. Ioannides, Chair
2009–2010 Committee on Tenure and Promotion for Arts, Sciences and Engineering

May 10, 2010.