The Tenure and Promotion (T&P) Committee was presented in 2016-2017 academic Year with 3 lateral hire cases, 8 promotion case, and 11 tenure cases.

The T&P Committee also presented and brought several proposals for a vote to the A&S faculty.

1) The T&P proposed to modify the policy regarding the expedited lateral hires, and to modify accordingly the relevant wording of Statement 11, page 16, Part 3. The proposal would allow the T&P Committee to decide whether the expedited process is applicable in any given lateral hire case, and approve the request before the offer of employment is made by the deans. Despite being unanimously supported by the T&P members, the proposal was voted down by the faculty present at the AS&E faculty meeting on October 19th, 2016. The vote was 7 in favor, 33 against and 4 abstentions.

2) Following the vote (33 in favor, 24 against, 9 abstentions), by the faculty of The School of Engineering in Spring 2015 on the question whether only Full Professors could deliberate and vote in promotion-only cases, the members of the T&P Committee brought the question about participation of Associate Professors in promotion-only cases to a discussion by the full faculty of AS&E. The T&P prepared modified versions of Statement 11 and AS&E bylaws in 2017-2018, in case the proposals were approved by the AS&E faculty. Realizing the importance of the proposal, the AS&E Executive Committee recommended an electronic vote, after a second discussion at the AS&E faculty meeting on November 16th, 2016. However, the faculty present at that meeting overruled this recommendation and voted to have a vote by only those present at the next AS&E faculty meeting. The proposal, limiting the departmental participation in promotion-only cases to Full Professors only, was subsequently voted down on December 14th, 2016. The vote was 25 in favor, 70 against and 2 abstentions.

3) The T&P Committee also proposed to change the AS&E bylaws to require only Full Professors to serve on the Tenure and Promotion Committee. The proposal would simply codify the existing practice, as every efforts has been made in the past to elect only full Professors as member of the T&P. For a bylaw change, a two-thirds majority was required. Despite being unanimously supported by the T&P members, the proposal was voted down on February 8th, 2017. The vote was 32 in favor, 37 against and 1 abstention.

As chair of the Committee on Tenure and Promotion, I would like to express my deep appreciation for the highest professionalism and efficient contributions by all members of the committee in 2016-2017. It was a pleasure to serve on the T&P with all of you. I would also like to express my gratitude to the Secretary of Faculty, Jillian Dubman, whose help and expertise were essential to the smooth operation of the T&P committee in 2016-2017.
The members of the T&P Committee for 2016-2017 Academic Year were:

Ann Easterbrooks, Child Study and Human Development
Christos Georgakis, Chemical and Biological Engineering
Judith Haber, English
Jeff Hopwood, Electrical and Computing Engineering
Jonathan Kenny, Chemistry
Lynne Pepall, Economics
Anil Segal, Mechanical Engineering
Krzysztof Sliwa, Physics

For 2016-2017 Academic Year, Krzysztof Sliwa was Chair and Lynne Pepall was Vice-Chair.
For 2017-2018 Academic Year, Lynne Pepall will be Chair and Jeff Hopwood will be Vice-Chair.

Sincerely Yours
Krzysztof Sliwa
Chair, AS&E Tenure and Promotion Committee