

Annual Report of CAPT, 2005-2006

CAPT 2005-2006

Lary Opitz, Theatre (Chair)
Una Bray, Mathematics and Computer Science (one-year replacement)
John Berman, Psychology
Peter Stake, Art
Mary C. Lynn, American Studies
Jim Kennelly, Management and Business

MEETINGS

CAPT met 33 times in regularly scheduled full committee meetings. There were 22 additional meetings during the year involving CAPT.

A series of meetings were held with VPAA Joseph and FEC chair Tim Burns between the summer of 2005 and spring 2006 in order to separate the Vice President for Academic Affairs and Dean of the Faculty positions in the Faculty Handbook. This resulted in the current Handbook approved by the faculty.

Informational meetings were held with new tenure-track faculty, faculty appointed to second three-year terms, candidates for promotion, and candidates for tenure (at the end of their fifth year).

The chair of CAPT met with the Academic Affairs Committee of the Board of Trustees in February in order to report tenure recommendations and in May to report promotion recommendations. Members of CAPT met with the Academic Affairs Committee in May to discuss relations with the administration over the course of the year.

CAPT had frequent meetings with President Glotzbach, Vice President Joseph, Dean Poston and Dean Newberg on a variety of matters.

CAPT participated in both Committee of Committee meetings and two Academic Staff meetings.

CAPT sponsored a Faculty forum to discuss tenure-track appointments in interdisciplinary programs and fractional tenure.

CAPT met with FEC to discuss and plan the creation of the search committee for the new Vice President for Academic Affairs. CAPT also met with Tobie van der Vorm, the consultant who will be assisting with this search.

The chair of CAPT met with a number of department chairs during the year to discuss a variety of personnel matters.

PERSONNEL MATTERS

In the fall, CAPT evaluated the credentials of four candidates for tenure and promotion to Associate Professor. Both CAPT and the President recommended tenure and promotion for all four candidates to the Academic Affairs Committee of the Board of Trustees.

In the spring, CAPT evaluated the credentials of a number of candidates for promotion to Associate Professor or Professor. CAPT and the President recommended one candidate for promotion to Associate Professor to the Academic Affairs Committee of the Board of Trustees. CAPT and the President recommended five candidates for promotion to Professor to the Academic Affairs Committee of the Board of Trustees.

CAPT would like to express gratitude to Hedi Jaouad and Sue Bender, the two CAPT replacement members involved in tenure and promotion cases.

DISCUSSIONS WITH THE ADMINISTRATION

Relations with members of the Administration were both cordial and effective throughout the year.

CAPT discussed the role of the President in CAPT procedures for reporting to the Board. We reviewed the handbook and recently enacted legislation by which CAPT makes recommendations directly to the Board at the same time that the President makes his recommendation. This procedure was followed this year for both tenure and promotion decisions. We also discussed the fact that the President will meet with CAPT before making final recommendations should he disagree with CAPT on tenure and promotion decisions.

We discussed the role of the VPAA and DOF in such disagreements since this is not covered in the existing Handbook. Legislation concerning this will be brought to the faculty next semester.

A number of discussions were held involving interdisciplinary program tenure-track appointments, fractional tenure, and part-time appointments for AIRs and WIRs. Proposals will be brought to the faculty early next semester.

ADMINISTRATIVE REVIEWS, PROMOTIONS AND SEARCHES

As per the agreement with the faculty, VPAA Chuck Joseph was to have been reviewed this past year. To this end, a review committee was selected after FEC conducted a willingness-to-serve. Given the fact that administrative reviews are to focus on the individual in question, CAPT agreed that this review was unnecessary once VP Joseph chose to step down. A search committee for a new VPAA was formed through FEC-run

faculty nominations with final selections made by CAPT. CAPT and FEC charged the new VPAA search committee with the responsibility of soliciting campus input on the functioning of the VPAA office in the past in order to better inform the upcoming search.

CAPT was appropriately consulted on a number of administrative searches and hires. These included the Associate Dean of Students, the Associate Dean of the Faculty, the replacement of the Interim Dean of Studies, three diversity related positions (Director of Student Diversity Programs; Assistant Director for Equal Employment Opportunity and Workforce Diversity; Director of Cultural Centered Inquiry), the Director of the MALS program, the interim VPAA, and the Director of Sponsored Research.

CAPT was not consulted on the promotion of the Associate Dean of Student Affairs.

ENDOWED CHAIRS AND HONORARY DEGREES

CAPT reviewed all nominees and made recommendations to the administration on the David H. Porter Chair, the Tisch Chair in Arts and Letters, and the new Class of 1961 Chair.

CAPT reviewed nominees and passed recommendations on to the Board for future honorary degrees.

ADDITIONAL ITEMS

CAPT reviewed the First Year Seminar faculty evaluation forms and made a number of recommendations to the First Year Experience Director.

Una Bray represented CAPT on a Mellon Consortium panel at Union College dealing with tenure and promotion procedures.

The CAPT chair for 2006-2007 will be John Berman of the Psychology Department.

CAPT plans to consider future legislation concerning the maintenance of faculty files for items such as third year appointment letters and specific contractual agreements. These items are often critical in personnel decisions. Issues will involve determining who controls the access to such files.

CAPT hopes to regularize administrative reviews in the future. The Handbook is somewhat vague on the timing of such reviews and there has been a history of missed reviews.

CAPT plans to consider a number of personnel issues including interdisciplinary program tenure-track appointments, fractional tenure appointments, and part-time contracts for Writers-in-Residence and Artists-in-Residence.

CAPT may open discussions on provisions for time off and adjustments to the “tenure clock” for faculty members confronted with serious family care issues.

CAPT would like to discuss with departments the possibility that subdivisions in larger departments could function independently on tenure and promotion decisions. This would mean that faculty members would not be asked to write letters for colleagues whose expertise is far out of their own discipline.

Respectfully submitted,

Lawrence M. Opitz, CAPT Chair 2005-2006.