

## **Annual Report of CAPT, 2006-2007**

### CAPT 2006-2007

John Berman Psychology (Chair)  
Giuseppe Faustini Foreign Languages and Literatures (one-year replacement)  
Regina Mary Janes English  
Mary Constance Lynn American Studies  
Mary Crone Odekon Physics  
Peter Stake Art (Fall Semester Only)  
Rob Linrothe Art and Art History (Spring Semester Only)

### MEETINGS

CAPT met 24 times this year. The relatively small number of meetings was due both to the small number of tenure and promotion cases and to the conscious efforts of CAPT to reduce the number of meetings and conduct as much non tenure/promotion business as possible via email.

There were approximately 20 other meetings attended by the chair of CAPT and/or at least one other member of the committee. These included the four late afternoon meetings that CAPT routinely holds with first-year faculty, faculty who are considering standing for promotion, faculty who have recently passed their third-year review and faculty who will stand for tenure next fall.

CAPT also met with Academic Staff three times during the semester, mostly to discuss Faculty Handbook language for new types of tenure-track faculty lines (see below). CAPT also met, and communicated frequently, with CEPP about this same issue.

The chair of CAPT also met with the Academic Affairs Committee of the Board of Trustees in February and in May to present the tenure and promotion cases, respectively.

CAPT interviewed and provided a written reaction about each of the three candidates for Vice President for Academic Affairs.

CAPT met with CAFR to discuss a proposal they are considering.

CAPT met with President Glotzbach, Vice President Kress and Dean Poston on several occasions concerning a variety of issues about which they wanted our thoughts. Many of these meetings centered around appointments they were making to various positions in the College.

CAPT participated in the Committee on Committee meetings in both December and May, reporting on our good relations with the administration.

The Chair of CAPT consulted with a number of tenure/promotion candidates and their department chairs concerning details surrounding the presentation of their files.

## PERSONNEL MATTERS

In the fall CAPT evaluated the credentials of four candidates for tenure. For three of these candidates CAPT also evaluated them for promotion to Associate Professor; the fourth tenure candidate had already been fully promoted so promotion consideration was not necessary. CAPT recommended that all four be tenured and the three assistant professors be promoted. The Vice President and the President agreed with our recommendations and made the same recommendations to the Academic Affairs Committee of the Board of Trustees.

In the spring CAPT evaluated the credentials of one candidate for third-year reappointment. CAPT recommended to the Vice-President that the candidate be reappointed. The Vice-President disagreed with that recommendation.

Also in the spring CAPT considered the credentials of two candidates for promotion to Professor. CAPT recommended that one be promoted. The Vice President and the President agreed with our recommendations and made the same recommendations to the Academic Affairs Committee of the Board of Trustees.

The Vice President and Dean met with CAPT regarding each of these personnel decisions.

Due to conflicts of members of CAPT being in the same department as faculty being reviewed for promotion, former members of CAPT served as substitutes in both promotion-to-Professor cases. CAPT heartily thanks Gerry Erchak and Susan Bender for substituting in those cases.

## ENDOWED CHAIRS AND HONORARY DEGREES

CAPT evaluated the credentials of 14 candidates for four Endowed Chairs; then met with the Vice President for Academic Affairs and the Dean of the Faculty to discuss the candidates.

CAPT reviewed the credentials of candidates for honorary degrees for future academic years.

## DEVELOPMENT OF NEW TYPES OF TENURE-TRACK FACULTY POSITIONS

CAPT developed the evaluation procedures and accompanying Faculty Handbook language for CEPP's motion to allow full time, tenure-track positions to reside in Skidmore's interdisciplinary programs. The faculty voted in favor of the proposal.

CAPT developed the evaluation procedures and accompanying Faculty Handbook language for CEPP's motion to allow tenure-track lines to be apportioned between a

department and an interdisciplinary program, two departments or two interdisciplinary programs. The faculty voted in favor of the proposal.

CAPT proposed to the faculty that a faculty position shared between partners be permitted to be between 1.0 time and less than 2.0 time. This would allow each partner to be, for example, .75 time. The faculty voted in favor of this proposal.

#### CHANGES IN TENURE AND PROMOTION PROCEDURES.

In order to accommodate the separation of the positions of the Vice-President for Academic Affairs and the Dean of the Faculty, CAPT proposed to the faculty changes in the tenure and promotion procedures with accompanying Faculty Handbook language. These changes concerned the roles played by the Vice President and the Dean of the Faculty as well as how CAPT would interface with those two people and the President in these personnel decisions. The faculty voted in favor of these changes.

The CAPT chair for next year will be Mary Lynn.

Respectfully submitted,

John Berman