

ANNUAL REPORT of CAPT, 2007-2008

CAPT 2007-2008

Mary C. Lynn, American Studies, Chair

Regina M. Janes, English

Robert N. Linrothe, Art History

Ronald P. Seyb, Government

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MEETINGS

CAPT met 22 times in regularly scheduled full committee meetings. There were 14 additional meetings during the year involving CAPT.

Informational meetings were held with new tenure-track faculty, faculty appointed to their second three-year terms, candidates for promotion, and candidates for tenure in 08-09 (at the end of their fifth year).

CAPT met with the Academic Affairs Committee of the Board of Trustees in May to report promotion recommendations. Members of CAPT also met with the Academic Affairs Committee in May to discuss relations with the administration over the course of the year, reporting that those relations were cordial and productive.

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

CAPT participated in both Committee of Committees meetings.

The chair of CAPT met with a number of department chairs during the year to discuss a variety of personnel matters. Although CAPT held an open meeting for possible promotion candidates in the fall, the chair of CAPT met privately with four department chairs and faculty from their departments as a result of concern that an open meeting about promotion might discourage some faculty from standing for promotion. Although this took extra time, five candidates did stand for promotion this year, all successfully, which represents an increase over recent years.

CAPT reminds our colleagues that the policy of reporting to CAPT the names of faculty who have been in rank for seven years or longer was instituted to make sure that faculty were not overlooked as possible candidates for promotion. The policy does not mean to suggest that seven years is an appropriate length of time to remain in rank before standing for promotion.

PERSONNEL MATTERS

In the fall, CAPT evaluated the credentials of seven candidates for tenure, five of whom were also considered for promotion to Associate Professor. (The other two had already been promoted to Associate Professor.) CAPT recommended tenure for six candidates and promotion for four candidates to the President, and the President recommended tenure for six candidates and promotion for four candidates to the Academic Affairs Committee of the Board of Trustees; CAPT also reported its recommendations to the Academic Affairs Committee of the Board of Trustees.

CAPT met a number of times with members of the Tenure Review Board (TRB) and subsequently constituted the Tenure Appeal Committee (TAC) in order to consider a tenure appeal case. The TAC made a recommendation to the President on this appeal, which was accepted. CAPT also discussed the appropriate roles for the President, The Vice-President for Academic Affairs, and the Dean of the Faculty in such appeal cases, and adjusted its operating code to reflect its decision that although they may access case materials, the Vice-President and the Dean should not participate in tenure appeals, since the TAC (composed of CAPT and the members of the TRB) is advisory to the President.

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

CAPT would like to express our gratitude to Bill Standish, Lary Opitz, and Sue Bender, the three CAPT replacement members who generously served as substitutes in several tenure and promotion cases.

DISCUSSIONS WITH THE ADMINISTRATION

Relations with members of the Administration were both amiable and effective throughout the year. The President, the Vice-President for Academic Affairs, and the Dean of the Faculty were all willing to meet with CAPT at the committee's request as well as on the occasions specified in the operating code. CAPT

expresses its gratitude to Susan Kress for her hospitality in entertaining newly promoted and newly tenured faculty at two dinners during the year.

ADMINISTRATIVE REVIEWS, PROMOTIONS AND SEARCHES

CAPT worked with FEC and the President to select a review committee for the work of the Vice President for Advancement; at this writing that committee is completing its deliberations.

ENDOWED CHAIRS AND HONORARY DEGREES

CAPT consulted with the administration about the creation of the new Tisch Family Distinguished Professorship; later CAPT was consulted about the nomination of David Porter to that professorship.

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

ADDITIONAL ITEMS

The chair of CAPT met twenty times with the Faculty Handbook Working Group, which also included the chairs of FEC (Dan Curley) and CAFR (Dick Hihn), Vice-President Susan Kress, Dean Muriel Poston, Barbara Krause, Barbara Beck, and Herb Crossman; most of those meetings focused on changes to Part VI of the faculty handbook dealing with discrimination and harassment and led to proposals which were presented to the faculty in February and approved in the March faculty meeting (which was held on Leap Day, February 29.) Necessary changes to Part One, Section X of the Handbook ("Discipline of Tenured Faculty) are currently under consideration by a smaller Working Group consisting of the chairs of FEC, CAFR, CAPT, Susan Kress, Muriel Poston, and Barbara Krause, which plans to present a revised version of the section to the faculty in the fall. The chair of CAPT notes that this particular process set a local record for longest meeting ever (six hours) and devoutly hopes that no colleagues will ever desire to challenge that record.

The Chair of CAPT for 2008-2009 is Regina M. Janes of the English department.

Respectfully submitted,

Mary C. Lynn

Chair, CAPT 2007-2008

CAPT 2008-2009

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