

## CAPT ANNUAL REPORT 2009-10

### COMMITTEE MEMBERS

Gove Effinger, Mathematics & Computer Science, Chair  
Ronald P. Seyb, Government  
Jordana Dym, History  
Viviana M. Rangil, Foreign Languages and Literatures  
Carolyn Anderson, Theater  
Gregory Pfitzer, American Studies

### MEETINGS

CAPT met 30 times in regularly scheduled full committee meetings. There were 12 additional meetings during the year involving CAPT.

Informational meetings were held with candidates for promotion and their chairs in September, with new tenure-track faculty and their chairs in February, with chairs of faculty appointed to their second three-year terms and of those up for tenure in 2010-11 in March, with candidates for tenure in 2010-11 and their chairs in April, and with faculty appointed to their second three-year terms and their chairs in April.

Members of CAPT met with the Academic Affairs Committee of the Board of Trustees in February and May to report on its tenure and 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.

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 five candidates for tenure, four of whom were also considered for promotion to Associate Professor. (The other was already at the rank of Associate Professor.) CAPT recommended tenure for all five candidates and promotion for all four candidates to the President. The President concurred and made these recommendations to the Academic Affairs Committee of the Board of Trustees; the trustees also concurred.

In the spring, CAPT evaluated the credentials of six candidates for promotion to Professor. CAPT recommended that four of those be promoted; subsequently the President recommended that five be promoted. The President and CAPT both reported their recommendations to the Academic Affairs Committee of the Board of Trustees and the trustees accepted the President's recommendations.

CAPT would like to express our gratitude to Regina Janes, Mary Odekon and Barbara Black, the CAPT replacement members who generously served as substitutes in three 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 a dinner in the spring.

## ADMINISTRATIVE REVIEWS, PROMOTIONS AND SEARCHES

CAPT was informed by the President of the results of the review of the Office of Dean of Admissions and Financial Aid.

CAPT worked with the President to select a review committee for the Vice President for Finance and Administration. The review committee is now continuing its deliberations and will report to the President and CAPT in the fall.

## ENDOWED CHAIRS AND HONORARY DEGREES

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

CAPT consulted with Vice President Kress on new guidelines for endowed chairs.

## ADDITIONAL ITEMS

CAPT consulted with the DOF, the VPAA and FEC over proposed revisions to the Faculty Handbook concerning the role of service in personnel decisions and in particular the role of the "Big Seven" committees. A joint motion from CAPT and FEC to add language to Part One Section VI of the Handbook was defeated by the Faculty. In addition, CAPT (in consultation with the DOF and the VPAA) proposed Handbook language concerning the option of stopping the tenure clock for childbirth, adoption, or personal hardship. This motion was passed by the Faculty.

The Chair of CAPT for 2010-2011 is Viviana Rangil of the Department of Foreign Languages and Literatures.

Respectfully submitted,

Gove Effinger  
Chair, CAPT 2009-10

CAPT 2010-11

Viviana Rangil, Foreign Languages and Literatures, Chair  
Jordana Dym, History  
Carolyn Anderson, Theatre  
Gregory Pfitzer, American Studies  
Mark Hofmann, Mathematics and Computer Science  
Susannah Mintz, English