

## CAPT Annual Report, 2017-2018

CAPT met 33 times in the 2017-2018 academic year and dealt with the following:

### I. **Personnel Matters**

- In the fall, CAPT evaluated the credentials of ten candidates for tenure. Eight of the candidates were evaluated for tenure and promotion to the rank of Associate Professor, while the other two candidates were already at the Associate Professor rank. CAPT recommended tenure for nine candidates to the President, and the President recommended tenure for nine candidates to the Academic Affairs Committee of the Board of Trustees.
- In the spring, CAPT evaluated the credentials of three candidates for promotion to Full Professor and one candidate for promotion to Associate Professor. CAPT recommended two candidates for promotion to Full Professor and one candidate for promotion to Associate Professor to the Academic Affairs Committee of the Board of Trustees.
- Additionally, the Chair of CAPT met with the candidate who was denied tenure at the request of the candidate. This meeting, which was also attended by the Dean of Faculty, was intended to provide the candidate with an understanding of the reasons behind the negative tenure recommendation.
- In the spring, CAPT was consulted by the Tenure Review Board (TRB) with regard to certain procedural aspects in the case where there had been a negative tenure recommendation. TRB concluded that the case had received sufficient consideration from CAPT and therefore did not need a further meeting with the Tenure Appeals Committee (TAC) to re-deliberate the case.
- Following further appeals by a candidate, the President consulted CAPT about a decision being taken that was (in the view of ALL CAPT members), a violation of the Faculty Handbook (FHB). Given CAPT's obligation to serve the faculty in a manner stipulated by the Faculty Handbook, we feel that it is our responsibility to communicate clearly to the faculty our position regarding this decision taken recently by President Glotzbach on a tenure decision.

We do not come to this decision lightly, and would like to make a few things clear at the outset. First, CAPT is fully cognizant of the difficulties posed to the Administration by this case, and is eager to support it in adopting any course of action that would be in compliance with the FHB. Second, the position that CAPT has taken has absolutely nothing to do with the merits or deficiencies of the case under consideration. Rather, it reflects the unanimous concerns of current CAPT members regarding violations of the FHB. Third, CAPT is abundantly sensitive to

the need for maintaining confidentiality in this instance, and is hence refraining from discussing the substantive elements of the case. What we are constitutionally bound to do is to convey our serious reservations about the process being followed, which is in violation of the FHB.

This is what we wish to state:

CAPT serves the faculty and is bound by the faculty's will as embodied in the FHB. Other than the faculty as a whole, no governance body has the authority to mandate a suspension, departure and/or violation of the rules that govern committees as stipulated in the FHB. Similarly, the administration does not have the authority to unilaterally suspend the rules governing CAPT or other faculty governance bodies.

In keeping with these rules, CAPT made a recommendation regarding tenure. The Dean of Faculty and the President concurred with that recommendation. That recommendation was reviewed by the Tenure Review Board upon request by a candidate. The Tenure Review Board also concurred that there was insufficient cause to merit a reconsideration of the case by the Tenure Appeals Committee (TAC). The DOF and President concurred with that decision as well.

Subsequently, after another appeal, President Glotzbach consulted CAPT about a course of action that entailed granting a candidate a second opportunity to apply for tenure. CAPT is unanimous in its stand that this is a violation of the rules governing the tenure and review process. We are aware of the difficult position the College finds itself in regard to this case, and have recommended a path forward that falls within the rules governing CAPT as described by the FHB. CAPT has also conveyed its strong reservations about the Administration's decision to the President. We believe that by making this decision, the Administration has burdened a future Appointments and Tenure Committee (ATC) to comply with this mandate and thereby be in violation of the FHB. CAPT cannot countenance doing so and hence declines to support this decision. We feel that it is our responsibility to convey our position to the faculty.

- The members of CAPT would like to express their gratitude to Jennifer Delton, Jordana Dym, and Deb Fernandez for serving as replacement members on different tenure and promotion cases.

## **II. Administrative Reviews, Promotions, and Searches**

- CAPT played an advisory role in the searches for the Vice-Presidents of Communications and Marketing and the Vice-President for Advancement. At

least two CAPT members met with all candidates for both positions and provided feedback to the President.

- CAPT played an active role in the College search for a new DOF/VPAA. The Committee looked through the application materials of all four shortlisted candidates and met with each of them. Detailed feedback was provided to the President and the Search Committee.

### **III. Endowed Chairs and Honorary Degrees**

- CAPT was consulted and gave input on the appointment of the David H. Porter Chair.
- CAPT reviewed nominees for future honorary degrees and passed along its recommendations to the President.

### **IV. Other Business**

- In early September 2017, all CAPT members underwent diversity training with Linda Tropp, Professor of Social Psychology at UMass, Amherst.
- Numerous meetings were held throughout the year with President Glotzbach, Dean of Faculty and Vice-President for Academic Affairs, Beau Breslin, Associate Dean of Faculty, Crystal Moore, and Interim Dean of Faculty, Crystal Moore, and Associate Dean of Faculty, Pat Fehling on a variety of personnel and procedural matters.
- Informational meetings were held with new tenure-track faculty, faculty appointed to second three-year terms, candidates for promotion and next year's candidates for tenure. Department and Program Chairs were also invited to these meetings. The Chair of CAPT met separately with candidates and chairs unable to attend the scheduled meetings.
- Throughout the year, CAPT was involved in a reconfiguration process in order to accommodate the large tenure and promotion cohorts expected over the next several years. After considerable deliberations and open forums with the Dean of Faculty, FEC, Department and Program Chairs, and faculty members, CAPT brought a motion to the faculty floor in December. After considerable deliberation the motion was passed with friendly amendments in April. The reconfiguration has split CAPT into two committees, ATC (Appointments and Tenure Committee) and PC (Promotions Committee).

- Reports were made to the Academic Affairs Committee of the Board of Trustees in February (to report and discuss tenure recommendations) and in May (to report and discuss promotion recommendations).

Respectfully submitted,  
Pushkala Prasad  
Chair, CAPT

2017-2018 CAPT Members

Michael Arnush  
Michael Eckmann (on leave for fall semester)  
Kate Leavitt  
Reg Lilly  
Dan Nathan  
Pushkala Prasad (Chair)  
Kyle Nichols (fall semester replacement)