

Appointments and Tenure Committee annual report 2019-2020

The Appointments and Tenure Committee (ATC) met 18 times during the 2019-2020 academic year.

I. Personnel Matters

On September 5th, ATC attended an anti-bias workshop run by Diana Kardia of the Kardia Group. Over the course of the academic year, ATC worked with the Promotion Committee and Pat Fehling, Associate Dean of the Faculty, to determine who would present an anti-bias workshop for the 2020-2021 academic year.

Beginning in the fall of 2019, ATC reviewed 10 tenure cases: the elected members of ATC reviewed nine cases, and four elected members and three substitute colleagues drawn from previous CAPT/ATC membership reviewed one tenure case. For the latter case, John Brueggemann, Mark Hofmann, and Viviana Rangil each served as replacement ATC members and Mary Crone Odekon served as chair.

In November and December, ATC met with the Dean of the Faculty/Vice President of Academic Affairs (DOF/VPAA) Michael Orr and Associate Dean of the Faculty (ADOF) Pat Fehling to be apprised of the administration's assessment of the tenure candidates.

On February 14, ATC made its tenure recommendations to President Philip Glotzbach, DOF/VPAA Orr, and ADOF Fehling.

ATC recommended that 10 faculty members be granted tenure. ATC also recommended that 8 of those faculty members be promoted from Assistant to Associate Professor.

II. Consultations

ATC met with two candidates for the next President of Skidmore College and conveyed to the Search Committee co-chairs of its recommendation.

The chair of ATC met with Beth DuPont and Aaron Kendall (LEDS), ADOF Fehling, and Sue Blair (DOF office) to discuss and prepare for the transition from Blackboard to D2L/Brightspace ("the Spring"). Beth and Aaron anticipated that the professional portfolios of all likely tenure candidates for the academic year 2020-2021 would be converted first.

III. Informational Sessions

On February 4th, ATC, DOF/VPAA Orr, ADOFs Fehling and Janet Casey, and Beth DuPont and Aaron Kendall from LEDS, met with new tenure-track faculty members and their Chairs and Program Directors to talk about the tenure process.

On May 5th, ATC, DOF/VPAA Orr, ADOFs Fehling and Casey, and Beth DuPont and Aaron Kendall from LEDS met with next year's tenure cohort, Chairs and Program Directors, and recently reappointed faculty to talk about the tenure process and upcoming deadlines.

On May 12th, ATC, DOF/VPAA Orr, and ADOFs Fehling and Casey met with Department Chairs and Program Directors to discuss the preparation of tenure letters.

IV. Policy Matters

ATC worked with the Committee on Academic Freedom and Rights (CAFR) and the Tenure Review Board (TRB) to formulate a better, more well-informed tenure appeal process. Over the course of the academic year the three committees communicated via email and met twice to develop a motion, rationale, and Faculty Handbook language that will improve the process. While the committees nearly reached agreement on these issues, the events after Spring Break precluded the possibility of completing the work in time for full faculty consideration. The 2020-2021 committees hope to complete the protocol and bring it before the faculty during that academic year.

ATC worked with the Promotion Committee (PC) to draft a policy that would allow faculty members to count up to two years of prior, full-time experience in teaching positions at other institutions or at Skidmore toward tenure at Skidmore, thereby becoming eligible to stand for tenure as early as their fourth year. This work began with a meeting of the ATC, PC, and FEC chairs and the DOF/VPAA in September of 2018. Then-PC chair Mimi Hellman led a discussion of this possible policy change at the Department Chairs and Program Directors meeting in January of 2019. Led by Michael Arnush, ATC drafted a motion to amend the Faculty Handbook, PC provided feedback, and the committees held two joint meetings. The current and future ATC and PC chairs also met with the DOF/VPAA in April of 2019 to discuss this matter. The two committees brought a revised motion to the faculty in the fall, held two open fora, and brought the proposal to a vote in December. The faculty approved the motion, and while the policy will go into effect and appear in the Faculty Handbook in the 2020-2021 academic year, DOF/VPAA Orr extended the option to eligible faculty shortly after the faculty approved the motion.

ATC worked with the PC to draft a policy that would clarify the membership of both committees. Specifically, the proposal would allow former ATC, PC, and CAPT members to serve as substitutes during the two-year period following a full three-year term; and that such substitutes may serve concurrently on ATC and PC but not be current members of the Tenure Review Board, the Committee on Academic Freedom and Rights, or the Faculty Appeal Board. The two committees brought the motion, rationale, and the Faculty Handbook language revisions to the faculty in April, and the faculty approved the motion in May. The policy will go into effect and appear in the Faculty Handbook in the 2020-2021 academic year.

The current and next year's chairs of ATC developed a streamlined process for the solicitation of internal letters for tenure candidates. Since some departments and programs already request the letters from their own members, as well as other colleagues at the College, before the

September 5th deadline for ATC to solicit the letters, the new process will have all of the College letters, as well as letters from external referees, be solicited and received by the appropriate chair or director, who will then forward them to Sue Blair in the DOF office.

V. 2019-2020

Next year's ATC will be comprised of the following faculty members:

Kim Frederick
Winston Grady-Willis
Matt Hockenos
Sarita Lagalwar
Ela Lepkowska-White
Mary Crone Odekon, Chair
Saleema Waraich

Respectfully submitted,

Michael Arnush, Chair
Matt Hockenos
Sarita Lagalwar
Kate Leavitt
Reg Lilly
Mary Crone Odekon
Saleema Waraich