ATC Annual Report, 2020-2021

Tenure Cases

ATC completed the review of fourteen tenure cases. This process involved

- reading the tenure dossiers of each candidate,
- holding discussions on each candidate among the members of ATC,
- meeting with Dean of Faculty/Vice President of Academic Affairs Michael Orr and Associate Dean of Faculty Pat Fehling to discuss each candidate,
- holding additional discussions among the members of ATC, and
- sending ATC recommendations to president Conner.

Dan Nathan and Kate Leavitt each served as a substitute for one case.

ATC recommended that fourteen faculty members be granted tenure.

Bias Mitigation Training

In collaboration with the Promotions Committee and the Office of the Dean of Faculty/Vice President for Academic Affairs, ATC helped organize bias mitigation workshops for Fall 2021 and Fall 2022. ATC participated in a bias mitigation workshop with KerryAnn O'Meara on the mornings of September 1 and 3, and held a meeting with Skidmore faculty member Pushi Prasad to discuss campus climate issues.

Information Sessions and Bookkeeping Issues

In addition to replacing outdated documentation, ATC updated the content of our web site to include a direct link to the CAPT site to make it easier to find annual reports and other documentation prior to the formation of ATC three years ago.

In collaboration with the DOF/VPAA office, ATC updated the "Guidelines on Assembling Materials for Tenure" and the templates for requesting internal and department/program letters, and updated the ATC web site to include this new information.

During the spring 2021 semester, ATC held three information sessions about the tenure process, in collaboration with the DOF/VPAA office, for the following groups:

- new tenure-track faculty and their chairs or program directors,
- faculty that recently passed third-year review and faculty who are coming up for tenure next year and their chairs or program directors, and
- chairs and program directors for faculty coming up for tenure next year, with an emphasis on tenure letters.

Administrative Searches

ATC worked with FEC and the President on constituting search committees for two Vice President positions, and had discussions with FEC about the process for determining faculty

membership on search committees and task forces in the future. ATC interviewed finalists for the two VP positions.

Faculty Handbook Policy Changes
ATC wrote and presented a motion to revise the description of the recusal of ATC members in cases of conflict of interest, to reflect the growing importance of interdisciplinary programs. This motion passed at the April 30, 2021 Faculty meeting.

ATC worked with CAFR and TRB, and with consultation with FEC and the DOF/VPAA office, to complete and present a motion to revise the process for the review and appeal of negative tenure recommendations. ATC, CAFR, and TRB had been working on this motion for over two years. The motion passed at the May 19, 2021 Faculty meeting.

Consultations with other Committees
ATC and PC were consulted by CEPP regarding the evaluation of teaching for the period affected by the pandemic and beyond. Members of ATC met with CEPP on multiple occasions and held internal conversations on this topic.

ATC was consulted by PC regarding changes to the FHB regarding materials for promotion files.

Meetings with the President, Board of Trustees, and Committee of Committees
The Chair of ATC met with President Connor and several other committee chairs during the fall semester to discuss the functioning of our committee and our plans for the academic year.

The Chair of ATC met with the Committee of Committees at the end of the fall and spring semesters to summarize our activities and discuss the functioning of the faculty governance system.

The Chair of ATC met with the Board of Trustees Academic Affairs Committee at their May meeting to summarize our work over the course of the year.

Membership for 2021-2022
2019-2022 terms:
Matthew Hockenos, History
Sara Lagalwar, Neuroscience, ATC Chair 2021-2022
2020-2023 terms:
Ela Lepkowska-White, Management & Business
Winston Grady-Willis, Black Studies
2021-2024 terms:
Kate Greenspan, English
Rachel Roe-Dale, Mathematics & Statistics
Sonia Silva, Anthropology

Respectfully submitted,

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