

May 31, 2019

Appointments and Tenure Committee annual report 2018-2019

The Appointments and Tenure Committee (ATC) met thirty-six times during the 2018-2019 academic year.

### I. Personnel Matters

On September 7, ATC attended an anti-bias workshop run by Linda Tropp of the University of Massachusetts Amherst.

Beginning in the fall of 2018, ATC reviewed twelve tenure cases.

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

Michael Eckmann and Viviana Rangil each served as replacement ATC members for one case.

On February 12, ATC made its tenure recommendations to President Philip Glotzbach, DOF/VPAA Orr, and ADOF Moore.

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

### II. Consultations

In February, DOF/VPAA Orr consulted with ATC regarding the hire of the Director of Black Studies.

In March, he also consulted with ATC regarding the hire of a new Associate Dean of the Faculty.

### III. Informational Sessions

On February 8, ATC met with new tenure-track faculty members and their Chairs to talk about the tenure process.

On April 23, ATC 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 23, ATC and members of the Dean of the Faculty's Office met with Department Chairs and Program Directors to discuss the tenure process and the mentoring of pre-tenure faculty, from the first year through the submission of tenure materials.

#### 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. The idea is that the TRB will have access to and consider the CAFR report and recommendation to determine if the alleged freedom and rights violation had an adverse effect on the ATC recommendation. And if so, the TRB will call for a Tenure Appeal Committee to be convened. The committees will re-convene in the fall to finalize a proposal to bring to the faculty in the 2019-2020 academic year.

ATC also 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. PC chair Mimi Hellman led a discussion of this possible policy change at the Department Chairs and Program Directors meeting in January. 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 to discuss this matter. The two committees plan to bring a revised motion to the faculty in the fall of 2019.

#### V. Presidential Search Committee Nomination Process

In February, the ATC worked with the Faculty Executive Committee (FEC) to select the three (later determined to be four) faculty members to serve on the Presidential search committee.

FEC ran an election to determine the faculty's preferences, among 19 nominees.

ATC was given the election results and used them in its deliberations. The election results informed but did not constrain ATC's decision-making process.

ATC communicated with seven finalists for the four positions.

Obviously, deciding whom to nominate was complicated. ATC worked hard to achieve "an appropriate balance" of divisional and disciplinary affiliation, experience, and expertise, among other qualities.

In the end, ATC assembled a slate of nominees—Barbara Black, David Howson, Corinne Moss-Racusin, and Bernardo Rios—that represent a host of important faculty constituencies and concerns.

#### VI. 2019-2020

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

Michael Arnush, Chair  
Mary Crone Odekon  
Matt Hockenos  
Sarita Lagalwar  
Kate Leavitt  
Reg Lilly (one-year replacement for Kim Frederick)  
Saleema Waraich

Respectfully submitted,

Daniel A. Nathan, Chair

Michael Arnush  
Mary Crone Odekon  
Kim Frederick  
Kate Leavitt  
Reg Lilly  
Saleema Waraich