

Appointments and Tenure Committee (ATC) Annual Report 2024-2025

In addition to a five-week intensive review of tenure dossiers, the ATC met 19 times to discuss and deliberate tenure files and fulfill its other duties.

Tenure Cases

The ATC completed the review of seven tenure cases. This process involved:

- reading the tenure dossier of each candidate,
- holding discussions on each candidate among the members of ATC,
- meeting with the Dean of Faculty/Vice President for Academic Affairs (DOF/VPAA) Dorothy Mosby and Associate Dean of Faculty Oscar Perez Hernandez to discuss each candidate,
- holding additional discussions among the members of ATC, and
- sending ATC recommendations to President Conner.

Leigh Wilton served as a substitute for one case. Winston Grady-Willis served as a substitute for one case.

The ATC recommended that seven faculty members be granted tenure.

Anti-Bias Workshop

Members of the ATC, Committee for Academic Freedom and Rights (CAFR), Promotions Committee (PC), and the Office of the DOF/VPAA met with Dr. Jeffrey Montez de Oca from University of Colorado, Colorado Springs for a three-hour anti-bias workshop on September 12, 2024.

Information Sessions

During the spring 2025 semester, the ATC held three information sessions about the tenure process in collaboration with the Office of the DOF/VPAA for the following groups:

- new tenure-track faculty and their chairs or program directors,
- newly reappointed faculty, next year's tenure candidates and their chairs or program directors, and
- chairs and program directors on preparing tenure letters.

Other Consultations with Committees and the DOF/VPAA Office:

- The ATC updated the ATC Operating Code, ATC Calendar, and Tenure Appeal Committee Operating Code.
- The ATC met with the Working Group on Inclusive and Accessible Teaching and Learning regarding the group's white paper draft on Skidmore's instruments and systems for evaluating teaching.
- The ATC collaborated with the DOF/VPAA Office to clarify guidelines for assembling tenure materials and to provide updated guidance on writing the chair's letter, standing for tenure and promotion concurrently, and including materials from prior years of service in the tenure dossier.

- The ATC met with the chair of the Committee on Educational Policies and Planning to discuss the All-College Student Ratings of Courses and Teaching.
- The ATC worked with the Faculty Executive Committee to adjust the ATC service cycle to ensure that no more than three members rotate off in a given year.
- The ATC collaborated with the Committee on Academic Freedom and Rights and the Faculty Executive Committee to clarify Faculty Handbook language regarding materials that may be submitted to the Tenure Review Subcommittee.
- The Chair of ATC met with President Conner and several other committee chairs once during the fall semester and once during the spring semester to discuss the functioning of the committees and their plans for the academic year.
- The current and former Chairs of ATC, along with the current and former Chairs of the Committee on Academic Freedom and Rights, met with Oscar Perez-Hernandez to review the process and procedures of the Tenure Appeals Committee.
- The Chair of ATC met with President Conner to discuss the process and procedures for Cabinet Member reviews, as outlined in the Faculty Handbook.
- The Chair of ATC met with the Committee of Committees at the end of the fall and spring semesters to summarize the committee's activities.
- The Chair of ATC met with the Board of Trustees' Academic Affairs Committee at its May meeting to summarize the committee's work over the academic year.

Membership for 2024-2025

Nurcan Atalan-Helicke, Environmental Studies & Sciences (2024-2027)
 John Brueggemann, Sociology (2022-2025)
 Jenny Day, History (2023-2026)
 Sarah DiPasquale, Dance, Chair (2023-2026)
 Larry Jorgensen, Philosophy (2023-2026)
 Mary Odekon, Physics (2023-2026)
 Marketa Wolfe, Economics, (2022-2025)

Membership for 2025-2026

Nurcan Atalan-Helicke, Environmental Studies & Sciences (2024-2027)
 Jenny Day, History (2023-2026)
 Sarah DiPasquale, Dance, (2023-2026)
 Larry Jorgensen, Philosophy, Chair (2023-2026)
 Jenni Mueller, Sociology (2025-2028)
 Mary Odekon, Physics (2023-2026)
 Sang-Wook Lee, Studio Art (2025-2028)

Respectfully submitted,
 Nurcan Atalan-Helicke
 John Brueggemann
 Jenny Day
 Sarah DiPasquale, Chair
 Larry Jorgensen
 Mary Odekon
 Marketa Wolfe