

Appointments and Tenure Committee (ATC) Annual Report 2025-2026

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)

In addition to a five-week intensive review of tenure dossiers, anti-bias training, public sessions, and interviews with VP Advancement candidates, the ATC met 23 times to discuss and deliberate tenure files and fulfill its other duties.

Tenure Cases

The ATC completed the review of eight 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 Interim Dean of Faculty/Vice President for Academic Affairs (DOF/VPAA) Natalie Taylor, Associate Dean of Faculty (ADOF) Oscar Perez Hernandez (for six cases) and Associate Dean of Faculty David Cohen (for two cases) to discuss each candidate,
- holding additional discussions among the members of ATC, and
- sending ATC recommendations to President Conner.

The ATC recommended that eight 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 Jennifer Mitchell, Professor of English, Chief Diversity Officer, and Dean for Diversity, Equity, Inclusion, and Belonging at Union College for an anti-bias workshop on September 9, 2025.

Information Sessions

During the 2026 Spring 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 Business for 2025-2026:

Internal ATC Business

- Additions to ATC Operating Code regarding process for appointing faculty to VP search committees and interim appointments for VPs (in consultation with FEC, President, and DOF/VPAA).
- Revisions to the ATC Operating Code regarding updates to dossier after submission date.
- Additions to the ATC Operating Code relating to Senior Administrative Review.
- Additional minor updates to the ATC Operating Code, ATC Calendar, and Tenure Appeal Committee Operating Code.
- Discussion of whether any changes are needed to accommodate increase in tenure cases in coming years.

Collaborations with Other Governance Committees

CEPP Consultation: Consulted with the Committee on Educational Policies & Planning (CEPP) and Institutional Research (IR) regarding the implementation of online qSets.

PC Consultation: ATC, PC, and ADOF Perez Hernandez collaborated on the following topics:

- Clarification of how candidate letters are classified (external, departmental, internal, and unsolicited).
- Clarification of Faculty Handbook language on promotion to full professor.

Collaborations with the Dean's Office

The ATC worked closely with the Dean's Office in several ways this year, including the following:

- Support of faculty members undergoing tenure review.
- Consultation with ADOF Cohen on Faculty Handbook language regarding eligibility to participate in tenure process to ensure compliance with the NTT Collective Bargaining Agreement.
- Consultation and participation in Middle States accreditation process and MSCHE campus visit.
- Review of language in the Model Personnel Policy related to tenure and promotion to Associate Professor.
- Consultation with ADOF Perez Hernandez regarding updates to templates for requesting letters.
- Discussion with ADOF Perez Hernandez regarding tenure processes for faculty in small departments.

Collaborations with the President's Office

ATC engaged with the President's Office on seven matters this year:

- Appointment of an Interim DOF/VPAA.
- ATC Operating Code language relating to the constitution of search committees and the appointment of Interim VPs.
- Faculty Representation on the VP for Advancement Search Committee.

- Participation in the campus visit interviews for VP for Advancement finalists.
- Faculty Representation on the DOF/VPAA Search Committee.
- Review of Senior Administration, resulting in significant changes to the Faculty Handbook process.
- Discussion with the President and DOF/VPAA about general questions related to the tenure process

Membership for 2026-2027

Nurcan Atalan-Helicke, Environmental Studies & Sciences (2024-2027)

Beck Krefting (2026-2028)

Sara Lagalwar (2026-2029)

Jenni Mueller, Sociology (2025-2028)

Casey Schofield (2026-2029)

Mason Stokes (2026-2029)

Sang-Wook Lee, Studio Art (2025-2028)

Respectfully submitted,

Nurcan Atalan-Helicke

Jenny Day

Sarah DiPasquale

Larry Jorgensen

Jenni Mueller

Mary Odekon

Sang-Wook Lee