

PROMOTIONS COMMITTEE (PC) ANNUAL REPORT, 2018-2019

This was the first iteration of PC following the division of the charge of the Committee on Appointments, Promotion, and Tenure (CAPT) into the Appointments and Tenure Committee (ATC) and the Promotions Committee (PC). PC's role in promotion is limited to full-time and shared tenure-track appointments to professorial ranks.

PC met 48 times during the 2018-2019 academic year and conducted the following business.

I. PREPARATORY WORK

During the Fall semester, PC reviewed the *Faculty Handbook* sections on promotion procedures and evaluative criteria for continued service and advancement in rank; met with several former members of CAPT to seek general advice regarding procedures; and composed an Operating Code and Calendar modeled on those of ATC.

Members of PC attended two workshops hosted by the Office of the DOF/VPAA and the Center for Leadership, Teaching, and Learning: one on bias awareness facilitated by Linda Tropp (University of Massachusetts, Amherst) and one on student evaluations and peer observations of teaching facilitated by Ginger Clark (University of Southern California). PC also conducted two of its own workshops on bias awareness facilitated by PC member Beck Krefting.

II. PERSONNEL MATTERS

During the Spring semester, PC evaluated the credentials of five untenured Assistant Professors for promotion to the rank of Associate Professor, and evaluated the credentials of six tenured Associate Professors for promotion to the rank of Full Professor. In accordance with its Operating Code, PC met with the DOF/VPAA and the ADOF with responsibilities for tenure-track personnel before the committee voted on cases and presented its recommendations to the administration.

PC recommended five candidates for promotion to Associate Professor and six candidates for promotion to Full Professor to the President. The President recommended five candidates for promotion to Associate Professor and six candidates for promotion to Full Professor to the Academic Affairs Committee of the Board of Trustees.

The members of PC would like to express their gratitude to Kyle Nichols and Ron Seyb, each of whom who served as a replacement member of PC for one promotion case.

III. ENDOWED CHAIRS AND HONORARY DEGREES

PC was consulted and provided comments to the DOF/VPAA on the appointment of eight endowed chairs. PC reviewed seven prospective nominees for honorary degrees and passed along its recommendations to the President.

IV. POLICY MATTERS

PC worked with ATC 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 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 Chairs of ATC, PC, and FEC and the DOF/VPAA in September and a discussion of promotion policy facilitated by the Chair of PC at the Department Chairs/Program Directors meeting in January. ATC drafted a motion to amend the *Faculty Handbook*, PC provided feedback, and the committees held two joint meetings; the current and future Chairs of ATC and PC also met again with the DOF/VPAA. The incoming Chairs of ATC and PC plan to bring a revised motion to the faculty in Fall 2019.

In addition to its regularly scheduled committee meetings and the additional meetings described above, PC held an informational meeting in September for prospective promotion candidates, their Department Chairs/Program Directors, and any other interested parties.

The Chair of PC attended two meetings of governance committee chairs convened by the President (September and February) and two Committee of Committees meetings convened by FEC (December and May), and provided a summary of PC's work to the Academic Affairs Committee of the Board of Trustees (May).

Respectfully submitted,

Mimi Hellman
Chair, Promotions Committee

2018-2019 PC members:

Debra (Deb) Fernandez (Dance)
Mimi Hellman (Art History), Chair
Rebecca (Beck) Krefting (American Studies)
Sang-Wook Lee (Art)
Javier Perez-Moreno (Physics)

2019-20120 PC members:

Barbara Black (English)
Eliza Kent (Religious Studies)
Rebecca (Beck) Krefting (American Studies), Chair
Sang-Wook Lee (Art)
Javier Perez-Moreno (Physics)