

## PROMOTIONS COMMITTEE (PC) ANNUAL REPORT, 2019-2020

This was the second 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's function is to evaluate candidates for promotion to Full Professor.

PC met 38 times during the 2019-2020 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; revised internal guidelines for our work; and held informal and formal conversations around bias in student ratings. In addition to its regularly scheduled committee meetings, PC held an informational meeting in October for prospective promotion candidates, their Department Chairs/Program Directors, and any other interested parties.

Members of PC attended a workshop hosted by the Office of the DOF/VPAA and the Center for Leadership, Teaching, and Learning on bias awareness facilitated by the Kardia Group. PC also conducted three weeks of its own workshops on bias awareness facilitated by PC Chair Beck Krefting. The Chair of PC also met with members of ATC and the Dean's Office on three separate occasions to plan for trainings, this year and next.

### **II. PERSONNEL MATTERS**

During the spring semester, PC evaluated the credentials of four 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 three candidates for promotion to Full Professor to the President. The President recommended three 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 Larry Opitz, 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 no endowed chairs. PC reviewed five prospective nominees for honorary degrees and passed along its recommendations to the President.

### **IV. POLICY MATTERS**

PC worked with ATC to create a policy allowing 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 the previous academic year. ATC drafted the motion in spring 2019 and consulted with PC throughout. Chairs of PC, ATC and the DOF/VPAA finalized the motion during the summer, proposed the motion October 4, and held an open forum two weeks later in October. Faculty passed the motion and the new policy went into effect immediately for new hires and current faculty eligible to apply prior years of experience towards the tenure clock.

In consultation with ATC, FEC, and the DOF/VPAA, PC drafted a motion to amend language in the *FHB* concerning the function of PC (see motion passed above) and to clarify membership eligibility for ATC and PC. PC proposed this motion in March and faculty passed the motion on May 15.

Current and incoming PC members met on two occasions, once in January to discuss scheduling and determine who would be chairing PC and again in May to discuss general process and procedures.

We concluded the semester by creating next year's Operating Code and Calendar and revising the guidelines for preparing a promotion file. All those documents will be circulated and posted to the web shortly by incoming PC Chair, Barbara Black.

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 April), and provided a summary of PC's work to the Academic Affairs Committee of the Board of Trustees (May).

Respectfully submitted,

Beck Krefling  
Chair, Promotions Committee

**2019-2020 PC members:**

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

**2020-2021 PC members:**

Barbara Black (English), Chair  
Mark Huibregtse (Mathematics & Statistics)  
Eliza Kent (Religious Studies)  
Beck Krefling (American Studies)  
David Peterson (Art)