PROMOTIONS COMMITTEE (PC) ANNUAL REPORT, 2021-2022

The function of PC as specified in the Faculty Handbook is as follows: "To represent the Faculty on promotion cases to Professor". PC also reviews candidates for honorary degrees and nominees for endowed chairs.

PC met 18 times during the 2021-2022 academic year using both in-person and Zoom formats. In addition, PC:
- participated in two bias-mitigation training sessions early in the fall semester;
- co-hosted (with the DOF/VPAA and ADOF) an informational session for prospective promotion candidates, Chairs/PDs/PPC Chairs, and other interested faculty;
- met with the DOF/VPAA and ADOF to discuss a promotion case;
- met with the DOF/VPAA to discuss endowed chair nominations; and
- conducted a promotion "workshop" for the Chairs and Program Directors.

The Chair:
- attended two meetings of the Committee of Committees on behalf of the committee;
- attended (with next year's Chair) a meeting with the ADOF and representatives of ATC and CAFR to discuss next year's bias mitigation training;
- met with the Academic Affairs Committee of the Board of Trustees during the Board's May 2022 meeting, and
- attended the February 2022 meeting of governance committee chairs convened by the President (a PC representative attended the September 2021 edition of this meeting).

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; PC also reviewed internal guidelines for our work and studied select literature on diversity, equity, and inclusion pertaining to personnel review.

II.   PERSONNEL MATTERS

During the spring semester, PC evaluated the credentials of one tenured Associate Professor 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 the case and presented its recommendations to the administration.

PC recommended one candidate for promotion to Full Professor to the DOF/VPAA, who then passed along this recommendation, along with his own, to the President.

The President recommended to the Academic Affairs Committee of the Board of Trustees that the candidate be promoted to Full Professor.

III.   ENDOWED CHAIRS AND HONORARY DEGREES

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

IV.   POLICY MATTERS

In its policy work, PC:

- reviewed an early draft of a CEPP motion on inclusive teaching and sent comments to CEPP focused on how the motion would affect PC's work;
- considered possible implementation of the recommendations stemming from the audits of the FHB's promotion language and the PC operating code and calendar;
- reviewed and updated its key documents for AY 2022-23: Operating Code, Calendar, Guidelines on Assembling Materials for Promotion, and PC File Review Guidelines;
- reported to the Faculty Meeting on 4 March 2022 about the White Paper and the responses it received;
- drafted a motion to amend the FHB language describing the required components of a promotion file to eliminate the "lost year" ambiguity, which was presented on 1 April 2022 and passed on 18 May 2022; and
- wrestled with the ongoing – see part IV of the PC Annual Report for 2000-01 – problem of how to improve the promotion climate at the college, in particular, how to increase the number of candidacies (one aspect of this work was the aforementioned "workshop" presented to the Chairs and Program Directors).

2021-2022 PC members:
Mark Huibregtse (Mathematics and Statistics), Chair
Eliza Kent (Religious Studies)
Andrew Lindner (Sociology)
David Peterson (Art)
Bernie Possidente (Biology)

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Mark Huibregtse (Mathematics and Statistics)
Andrew Lindner (Sociology), Chair
David Peterson (Art)
Bernie Possidente (Biology)
Adrienne Zuerner (World Languages and Literatures)