

PROMOTIONS COMMITTEE (PC) ANNUAL REPORT, 2022-2023

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 27 times during the 2022-2023 academic year. In addition, PC:

- participated in a bias-mitigation training session 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 nine promotion cases,
- met with the DOF/VPAA to discuss endowed chair nominations, and
- met with the Working Group on Inclusive and Accessible Teaching and Learning to provide feedback on the current process of evaluating teaching.

The Chair:

- attended two meetings of the Committee of Committees on behalf of the committee;
- met with the Academic Affairs Committee of the Board of Trustees during the Board’s May 2023 meeting,
- met with the Committee on Academic Freedom & Rights to discuss potential concerns related to promotion timing and procedures,
- attended two meetings with VPAA candidates and chairs of shared governance (another PC member attended a third), and
- attended two meetings of governance committee chairs convened by the President.

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 nine 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 each case and presented its recommendations to the administration.

Because two of the cases were from a member’s department and the PC Chair was among the candidates standing for promotion, in accordance with the Operating Code, the remainder of the committee chose Mark Huibregtse as substitute Chair for those two cases. The remainder of the committee also sought substitute members and Beck Krefting (American Studies) and Dan Nathan (American Studies) each served on one case.

PC recommended nine candidates for promotion to Full Professor to the DOF/VPAA, who then passed along these recommendations, along with his own, to the President.

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

III. ENDOWED CHAIRS AND HONORARY DEGREES

PC reviewed CVs and nomination letters, and provided comments to the DOF/VPAA on the appointment of two 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 and updated its key documents for AY 2023-24: Operating Code, Calendar, Guidelines on Assembling Materials for Promotion, and PC File Review Guidelines;
- studied multiple models for a reformed PC calendar, consulted with various campus stakeholders, and announced the changes to be implemented in AY2024-25; and
- drafted a [motion](#) to add FHB language describing the procedure for handling unsolicited letters, which was presented on 31 March 2023 and passed on 28 April 2023.

2022-2023 PC members:

Mark Huibregtse (Mathematics and Statistics)

Andrew Lindner (Sociology), Chair

David Peterson (Art)

Bernie Possidente (Biology)

Adrienne Zuerner (World Languages and Literatures)

2023-2024 PC members:

Andrew Lindner (Sociology)

Bernie Possidente (Biology), Chair

Erica Wojcik (Psychology)

Mark Youndt (Management and Business)

Adrienne Zuerner (World Languages and Literatures)