

PROMOTIONS COMMITTEE (PC) ANNUAL REPORT, 2023-2024

The function of PC as specified in the Faculty Handbook is: "To represent the Faculty on promotion cases to Professor." PC also reviews candidates for honorary degrees and nominees for endowed chairs. The PC met 32 times during the 2023-2024 academic year.

PREPARATORY WORK

The Committee:

- participated in a bias-mitigation training session early in the fall semester
- worked with FEC to hold a Committee of the Whole to discuss criteria and policies for promotion to Full Professor
- co-hosted, with the DOF/VPAA and ADOF (Faculty Affairs), informational sessions in October and May for prospective promotion candidates, Chairs/PDs/PPC Chairs, and other interested faculty
- met with the Working Group on Inclusive and Accessible Teaching and Learning to provide feedback on the current process of evaluating teaching
- surveyed promotion criteria and policies across the 15 peer institutions Skidmore uses for comparative compensation benchmarks
- jointly recommended to the VPAA/DOF, with ATC, that promotion increments for associate and full professors, last increased in 1998, be adjusted for inflation and then indexed to a fixed percentage of the average faculty salary
- generated templates for soliciting internal and department/program letters for candidates, for the chair/program director's handbook and the PC link on the VPAA/DOF web page
- posted PowerPoint slides for the May information session to the PC link on the VPAA/DOF web page
- initiated the new PC calendar starting with candidates declaring intent to stand for promotion by May 31, 2024

The Chair:

- attended two meetings of the Committee of Committees on behalf of the committee;
- met with CEPP on changes in course evaluations
- attended two meetings of governance committee chairs convened by the President.
- met with ADOF (Faculty Affairs) and this year's and next year's chairs of ATC and CAFR to discuss DEI training for Fall 2024
- met with the Academic Affairs Committee of the Board of Trustees in May 2024

PERSONNEL MATTERS

-PC evaluated ten 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 (Faculty Affairs) before voting on each case and presented its recommendations to the administration. Because three cases were from a PC member's department or program, in accordance with the Operating Code, the remainder of the committee chose three substitute committee members from the list of former members of ATC, PC and CAFR who were in the recused member's academic division.

PC recommended six candidates for promotion to Full Professor, and reported these recommendations to the President, DOF/VPAA, ADOF (Faculty Affairs) and the Academic Affairs Committee of the Board of Trustees.

The President, VP/DOF, and ADOF (Faculty Affairs) met with the PC chair to present reasons for disagreement with the PC on recommendations for two cases. Detailed and compelling reasons were presented to the PC in both instances.

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

PC reviewed CVs and nomination letters, and consulted with the DOF/VPAA on the appointment of seven endowed chairs. Three PC members who were a nominator or nominee were excused from participating.

PC reviewed two prospective nominees for honorary degrees and passed along its recommendations to the President.

POLICY MATTERS

The Committee:

- reviewed and updated the PC Calendar and Operating Code for 2024-2025 and posted them to the PC link on the VPAA/DOF web page
- worked with ATC and Dean's Office on joint operating code updates on course release policies
- worked with ATC and Dean's Office on joint operating code updates on who writes letters for candidates
- revised the PC operating code to state that candidates may not withdraw from consideration for promotion after the September 30 deadline for submitting their file to the Spring

2023-2024 PC members

Bernie Possidente, Biology, Chair

Andrew Lindner, Sociology

Adrienne Zuerner, World Languages and Literatures

Erica Wojcik, Psychology

Sarah Day-O'Connell, Music

2024-2025 PC members

Erica Wojcik, Psychology, Interim Chair

Mark Youndt, Management and Business

Adrienne Zuerner, World Languages and Literatures

Joowon Park, Anthropology

Kendrah Murphy, Physics