

PROMOTIONS COMMITTEE (PC) ANNUAL REPORT, 2025-2026

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 25 times during the 2025-2026 academic year.

PREPARATORY WORK

The Committee:

- participated in a bias-mitigation training session early in the fall semester.
- reviewed the 2025-2026 operating code, evaluation rubrics, and procedures and norms for evaluating promotion candidates' files; the committee discussed best practices for reviewing files.
- co-hosted, with the DoF/VPAA and ADoF Perez Hernandez (Faculty Affairs), informational sessions in October 2025 and May 2026 for prospective promotion candidates, Chairs/PDs/PPC Chairs, and other interested faculty.
- revised PowerPoint slides for the May 2026 information session and posted the slides to the PC web page; some revisions include additional guidance/advice for candidates and their Department/Program chairs.

The Chair:

- met with ADoF Perez Hernandez (Faculty Affairs) to discuss anti-bias training and PC's agenda for the 2025-2026 year.
- attended two meetings of governance committee chairs convened by the President.
- attended the Fall 2025 Committee of Committees meeting on behalf of the committee; wrote a report on PC's work to be included in the Spring 2026 Committee of Committees report.
- met with the Academic Affairs Committee of the Board of Trustees in May 2026.

Other members of PC:

- attended the Spring 2026 Committee of Committees meeting on behalf of the committee.

PERSONNEL MATTERS

- PC evaluated five 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 for Faculty Affairs before voting on each case and presented its recommendations to the administration. Because one case was from a PC member's department, in accordance with the Operating Code, the remainder of the committee chose one 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 four candidates for promotion to Full Professor, and reported these recommendations to the President, DoF/VPAA, ADoF for Faculty Affairs, and the Academic Affairs Committee of the Board of Trustees.
- The President recommended to the Academic Affairs Committee of the Board of Trustees that four candidates be promoted to Full Professor.
- PC reviewed CVs and nomination letters and consulted with the DoF/VPAA on the appointment of three endowed chairs.
- PC reviewed six prospective nominees for honorary degrees and submitted its recommendations to the President.
- In accordance with the PC Operating Code, the Chair of PC met with ADoF Perez Hernandez following the conclusion of PC's review of promotion candidates' files.

POLICY MATTERS

The Committee:

- considered changes to its membership and gathered information about promotions committee membership at peer and aspirant institutions.
- presented a motion during the 27 March 2026 faculty meeting to change its membership to include at least two Full Professors; the motion was approved by the faculty during the 1 May 2026 faculty meeting.
- reviewed language in the Model Personnel Policies related to promotion.
- discussed issues related to implementing online student evaluations and conveyed feedback to the Dean's office.

- met with the Chair of ATC to discuss changes to FHB language to clarify that standing for promotion should not precede standing for tenure.
- reviewed a template letter, drafted by the ADoF for Faculty Affairs, for requesting external letters that address teaching and/or service.
- reviewed and considered changes to policies concerning letters that are included in promotion files, including confidentiality of unsolicited letters and how certain letters are categorized, such as those from retirees and those from NTT faculty who do not take part in the departmental review of the candidate's file.
- revised the PC Calendar and Operating Code for 2026-2027 and posted them on the PC web page.

The Chair:

- met with ADoF Cohen and the Chairs of FEC and ATC to review, discuss, and suggest revisions to new FHB language proposed to align the FHB with the Collective Bargaining Agreement.
- met with the Chairs of ATC and CEPP to discuss student evaluations
- represented PC at CEPP's open forum panel on student evaluations; other members of PC were also in attendance.
- met with members of the office of Institutional Research, the DoF/VPAA, the ADoF for Faculty Affairs, and the Chair of ATC to discuss issues related to implementing online student evaluations.
- met with the Middle States Team Chair, along with Chairs of other governance committees, during the Fall 2025 semester.
- participated in two Middle States team visit meetings and one preparatory meeting on behalf of PC.
- met with the Chair of ATC to discuss tenure/promotion letters.
- met with ADoF Perez Hernandez (Faculty Affairs) and the Chairs of ATC and CAFR to discuss tenure/promotion letters and possible changes to the FHB language.

2025-2026 PC members

- 2026 Erica Wojcik (Psychology)
- 2026 Mark Youndt (Management and Business)
- 2027 Kendrah Murphy **Chair** (Physics)
- 2027 Joowon Park (Anthropology)
- 2028 Mimi Hellman (Art History)

2026-2027 PC members

- 2027 Kendrah Murphy (Physics)
 - 2027 Joowon Park (Anthropology)
 - 2028 Mimi Hellman **Chair** (Art History)
 - 2029 Beau Breslin (Political Science)
 - 2029 Lisa Jackson-Schebetta (Theater)
- Jennifer Delton (History) – Fall 2026 replacement for Beau Breslin