

Committee on Faculty Governance
Motion on Promotion of Artists- and Writers-in-Residence, 5 April 2002

On March 7, 2002, Susan Bender, Associate Dean of the Faculty, gathered an *ad hoc* Task Force consisting of Gautam Dasgupta (Theater), Terry Diggory (English), Richard Hihn (Music), Tad Kuroda (History), Mehmet Odekon (Economics), and Peter Stake (Art) to review the FHB language on the promotion of Artists- and Writers-in-Residence. On behalf of the ad hoc Task Force and the CAPT, the CFG moves that the following changes (**in bold**) be incorporated into the current Faculty Handbook:

IV.C.b (p.104)

Artist or Writer-in-Residence: An Artist- or Writer-in-Residence is a full-time teaching member of the faculty. The title recognizes achievement, experience, and acclaim. The appointee may or may not have the academic credentials required for appointment at a professorial rank. Promotions to Senior **and to Distinguished Artist- or Writer-in-Residence parallel promotions to Associate Professor and Professor, respectively, in the professorial ranks, and are granted by the Vice President for Academic Affairs and Dean of the Faculty upon the recommendation of the department.**

X.A.2.b (p.124)

Beginning with the 1994-1995 academic year, faculty who are awarded tenure (or Library faculty who are given a positive sixth year review) are promoted automatically and concurrently to the rank of Associate Professor or Associate Librarian. **Beginning with the 2002-2003 academic year, Writers-in-Residence and Artists-in-Residence who are given a positive sixth year review are promoted automatically and concurrently to the rank of Senior Artist-in-Residence or Senior Writer-in-Residence.** Otherwise, for faculty who have yet to become tenure candidates the appropriate terminal degree (or its professional equivalent) normally is required. In addition, teaching (or in the case of Library faculty, librarianship) of high quality and significant growth and achievement in scholarly, creative or professional work must be clearly demonstrated. Participation in college affairs (such as involvement in departmental or faculty governance or in other aspects of co-curricular college life) is also important. This participation is not to be predominantly or exclusively equated with service on faculty committees, which is but one of a variety of service options available to faculty.

X. C (p125)

Promotions to Senior or to **Distinguished Artist- or Writer-in-Residence** are granted by the Board of Trustees upon the recommendation of the Vice President for Academic Affairs and Dean of the Faculty after consultation with the Department. Consideration for promotion may be initiated by the Department Chair in consultation with the Vice President for Academic Affairs and Dean of the Faculty, or the Vice President for Academic Affairs and

Dean of the Faculty in consultation with the Department Chair. The Department Chair shall indicate the consultation procedures employed within the department when recommending a promotion. Promotion to **Distinguished rank** is based upon merit and not guaranteed by years of service. The criteria for promotion to **Senior and Distinguished ranks parallel those set for the ranks of Associate Professor and Professor, respectively**, in the Faculty Handbook, Part One Faculty Rights and Responsibilities, Article X Promotion, Topic A Professorial Ranks.

These changes will go into effect at the start of the 2002-2003 academic year and where necessary the principle of grandparenting should be applied.

Rationale:

Currently tenure-track and library faculty ranks are on a three-tier system. The proposed changes convert the ranks for AIRs and WIRs from the current two-tier to a three-tier system, allowing the possibility for a promotion at the sixth year review and then an additional promotion thereafter.