

April 2003

Motion: CAPT moves that the underlined language be removed from Section X, Part A, Subpart 2, Paragraph c, on page 126 of the Faculty Handbook, and the **bolded** language be substituted for it. We propose this change to take effect in 2003-2004.

[Section on Promotion]

c. For the rank of Professor, the appropriate terminal degree (or its professional equivalent) normally is required. Promotion to this rank shall be granted to faculty who have shown continuing excellence in teaching (or, in the case of Library faculty, librarianship) as well as distinguished **concomitant** achievement attesting to further growth in scholarship, creative or professional work; and significant involvement in the affairs of the College.

Rationale: For the past three years, CAPT has been looking at the section on Promotion in the Faculty Handbook. Last year we suggested majors revisions regularizing the procedures involved in promotion; this year we are suggesting only one change with regard to the criteria for promotion. CAPT believes the adjective “distinguished,” used relative to scholarship, creative or professional work, binds us to a more narrow model than seems appropriate. The term, first used in the 1959 Faculty Handbook, reflected a much different moment at Skidmore, when promotion to full Professor was held as a truly exceptional rank very few attained. Since that time, not only have we tied promotion to the rank of Associate Professor to the tenure process, an earlier moment in faculty members’ careers than in the past, but we have also added a number of endowed chairs, a “rank” that recognizes achievement beyond that of full Professor. We prefer to reserve the term “distinguished” for those achievements worthy of endowed professorships, and believe that “concomitant achievement,” which follows the phrase “continuing excellence in teaching” and refers to it, well describes the high level of excellence required of Skidmore’s Teacher-Scholar. This new wording—which clearly links achievement in the two areas of teaching and scholarship, creative or professional work—both expresses and reinforces the very reason why we require our faculty to succeed in both endeavors. “Significant involvement in the affairs of the College” continues to seem appropriate as describing the third area necessary for advancement to the rank of full Professor.