
CAPT RESOLUTION, APRIL 30, 2004

Whereas, CAPT is responsible for upholding the standards and criteria for promotion and tenure as stated in the Faculty Handbook, and

Whereas, in the course of this academic year, President Glotzbach has overturned two unanimous recommendations on tenure and promotion cases made by CAPT, an action which is extraordinarily unprecedented, and

Whereas, CAPT believes that this is contrary to the spirit and intent of both the Skidmore College Handbook and the guiding principles of the AAUP which clearly state that the faculty has primacy in tenure and promotion decisions, and

Whereas, overturning a CAPT recommendation undermines the committee, suggests that the administration has lost confidence in CAPT's ability to make credible recommendations, demonstrates that the administration fails to respect CAPT's work, and weakens faculty confidence in the committee,

CAPT moves the following:

Be it resolved, that the Skidmore College Faculty affirms that CAPT, representing the faculty, has primary responsibility on faculty promotions and the granting of tenure. Determinations in these matters should first be by faculty action through Faculty Handbook and CAPT procedures, with recommendations reported to the President. In these matters the President should concur with the faculty judgment except in rare instances and only for compelling reasons that must be stated in detail to CAPT, in full agreement with AAUP guidelines.

Rationale:

According to the AAUP Statement on Government of Colleges and Universities:

"The faculty has primary responsibility for such fundamental areas as curriculum, subject matter and methods of instruction, research, faculty status, and those aspects of student life which relate to the educational process. On these matters the power of review or final decision lodged in the governing board or delegated by it to the president should be exercised adversely only in exceptional circumstances, and for reasons communicated to the faculty. It is desirable that the faculty should, following such communication, have opportunity for further consideration and further transmittal of its views to the president or board."

Faculty status and related matters are primarily a faculty responsibility; this area includes appointments, reappointments, decisions not to reappoint, promotions, the granting of tenure, and dismissal. The primary responsibility of the faculty for such matters is based upon the fact that its judgment is central to general educational policy. Furthermore, scholars in a particular field or activity have the chief competence for judging the work of their colleagues; in such competence, it is implicit that responsibility exists for both adverse and favorable judgments. Likewise, there is the more general competence of experienced faculty personnel committees having a broader charge. Determinations in these matters should first be by faculty action through established procedures, reviewed by the chief academic officers with the concurrence of the board. The governing board and president should, on questions of faculty status, as in other matters where the faculty has primary responsibility, concur with the faculty judgment except in rare instances and for compelling reasons which should be stated in detail."

CAPT believes the faculty should determine whether or not a candidate for tenure or promotion meets established standards and criteria. CAPT is responsible to the faculty for upholding standards as expressed by the Handbook criteria for promotion and tenure. A presidential decision to overturn a negative recommendation by CAPT indicates that the faculty is being overruled on the determination of whether or not a candidate has met the standards for promotion or continuing service as established by the faculty.

CAPT is very concerned about the extraordinary pattern being established by a new president who overturns CAPT twice in one year and in both cases overturns negative recommendations from CAPT.
