

1. Friendly amendment from ATC and PC:

Change: Add between Part One, VIII.E.3a and VIII.E.3.b, p.-124, and re-label b-f as d-h (new language in green):

b. Skidmore acknowledges previous employment as a teacher-scholar at other academic institutions. Faculty who at the time of appointment are at the rank of Assistant Professor, dependent on the number of years of previous full-time teaching at other colleges or universities, may become candidates for tenure and promotion to the rank of Associate Professor ~~and tenure~~ as early as the beginning of the fall term of their fourth year of full-time service as faculty members at Skidmore. The credited years of service (up to two), which the faculty members will utilize at their discretion, will be included in the individual written contract, as negotiated among the faculty member, the faculty member's Department Chair or Program Director, and the Dean of the Faculty/Vice President for Academic Affairs. To exercise this option, the faculty must decide before April 1st of the year the faculty member elects to be considered for tenure. After consulting with the Department Chair or Program Director, the faculty member must specify the chosen option in writing to the Department Chair or Program Director and the Dean of the Faculty/Vice President for Academic Affairs by April 1st.

c. Faculty members at Skidmore who move from non-tenure-track to tenure-track status may choose, in consultation with the faculty member's Department Chair or Program Director and the Dean of the Faculty/Vice President for Academic Affairs, whether to have the non-tenure-track years of service count toward tenure; the decision must be specified in the letter of appointment to the tenure-track position. The credited years of service (up to two), which the faculty members will utilize at their discretion, will be included in the individual written contract, as negotiated among the faculty member, the faculty member's Department Chair or Program Director, and the Dean of the Faculty/Vice President for Academic Affairs. To exercise this option, the faculty must decide before April 1st of the year the faculty member elects to be considered for tenure. After consulting with the Department Chair or Program Director, the faculty member must specify the chosen option in writing to the Department Chair or Program Director and the Dean of the Faculty/Vice President for Academic Affairs by April 1st.

2. Friendly amendment from ATC and PC:

Motion: to amend the language proposed for the *Faculty Handbook*, to add between Part One, VIII.E.3a and VIII.E.3.b, p. 125:

c. Faculty members at Skidmore who move from non-tenure-track to tenure-track status may choose, in consultation with the faculty member's Department Chair or Program Director, and the Dean of the Faculty/Vice President for Academic Affairs, whether to have up to two years of the non-tenure-track years of service count toward tenure; the decision must be specified in the letter of appointment to the tenure-track position.

3. Friendly amendment from ATC and PC:

Change: Part One, VIII.E.4.a, pp. ~~125-126~~ (deleted text struck through):

Criteria for Determining Years of Service

For faculty members, the service year coincides with the academic year. The academic year begins at the start of the fall term and ends with the close of the spring term. For each academic year that a faculty member holds a full-time appointment, that person will be considered to have given a year of service. Faculty may count up to two years of previous full-time teaching employment at Skidmore or at other colleges or universities as years of service. ~~Other than those Visiting Lecturers described above, faculty members who move from “visiting” to “tenure track” status may choose, in consultation with the Dean of the Faculty/Vice President for Academic Affairs and ATC, to have or not to have the “visiting” years count toward tenure; the decision must be specified in the letter of appointment to the tenure track position.~~

4. Friendly amendment from ATC and PC:

Motion: to amend the language proposed for the *Faculty Handbook*, for the **Change** to Part One, VIII.F.1.a-c, p. 131 (additional language in green):

Guidelines for Advancement in Rank

Current language:

- a. Promotion at Skidmore is awarded not on the basis of time in rank but because of the candidate's demonstration of accomplishments that satisfy the applicable standards at the level specified for the desired rank. Faculty may stand for promotion at their discretion.
- b. For the rank of Associate Professor, the appropriate terminal degree (or its professional equivalent) normally is required. The absence of the appropriate terminal degree is not an absolute deterrent to advancement to any rank. Other qualifications, however, shall be closely scrutinized by the department, PC, and the administration for evidence of extraordinary merit.
- 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 evidence of continuing high-quality teaching (or, in the case of Library faculty, librarianship) as well as sustained and significant creative or scholarly growth; and significant involvement in the affairs of the college.

Proposed language:

Guidelines for Advancement in Rank

- a. Promotion to the rank of Associate Professor accompanies the granting of tenure. Faculty at the rank of Assistant Professor, based on prior full-time teaching **employment** at Skidmore or at other colleges or universities, may become candidates for promotion to Associate Professor and for tenure as early as the beginning of the fall term of their fourth year of full-time service as faculty members at Skidmore. **The criteria for promotion to the rank of Associate Professor are those for tenure.**
- b. Promotion to the rank of Full Professor is awarded not on the basis of time in rank but because of the candidate's demonstration of accomplishments; faculty may stand for promotion at their discretion. The appropriate terminal degree (or its professional equivalent) normally is required. Promotion to this rank shall be granted to faculty who have shown evidence of continuing high-quality teaching as well as sustained and significant creative or scholarly growth and significant involvement in the affairs of the college.