

FACULTY MEETING

December 6, 2019

Motion: to couple promotion from Assistant Professor to Associate Professor with tenure and to allow a faculty member to count up to two years of previous full-time teaching employment towards eligibility for tenure. Faculty may stand for tenure and promotion to Associate Professor as early as the fall of their fourth year of service at the College but no later than the fall of their sixth year. Faculty members denied tenure and promotion will be given a terminal year of employment.

Rationale: Unlike many similar institutions, Skidmore currently has no mechanism for allowing faculty appointed at the rank of Assistant Professor who have previous full-time teaching at Skidmore or elsewhere to come up for tenure before their sixth year. This motion would provide such an option by giving credit for up to two years of previous full-time teaching and link promotion to Associate Professor prior to the sixth year (which is currently allowed) with simultaneous consideration for tenure prior to the sixth year. This provides advantages for recruitment and retention.

Currently, faculty may stand for promotion to Associate Professor at any stage of their service at the College (FHB Part One, VIII.F.1.a; cf. VIII.F.2.a.ii). At the same time, faculty with the rank of Assistant Professor who are granted tenure receive promotion to Associate Professor automatically (FHB Part One, VIII.E.5.g, p. ~~128~~129). Thus, tenure confers promotion to Associate Professor, but promotion to Associate Professor prior to the sixth year does not guarantee conferral of tenure.

Faculty who stand for promotion to Associate Professor prior to the sixth year typically bring to the College previous experience at an institution of higher learning. If a faculty member has at least two years of prior full-time teaching experience, that faculty member may stand for tenure and promotion as early as the fall of the fourth year and no later than the fall of the sixth year. If a faculty member has at least one year of prior full-time teaching, that faculty member may stand for tenure and promotion as early as the fall of the fifth year and no later than the fall of the sixth year. Because this motion proposes to couple tenure and promotion to Associate Professor, faculty who choose to stand for promotion to Associate Professor prior to the sixth year must also stand for tenure simultaneously. The criteria and procedures for tenure and promotion prior to the sixth year remain as articulated in the Faculty Handbook for faculty standing for tenure and promotion at the beginning of the fall term of their sixth year of service as faculty members (criteria: Part One, VIII.A; procedures: Part One, VIII.E.5; eligibility: Part One, VIII.E.3.a). At the time of hire as a tenure-track Assistant Professor, faculty with previous full-time teaching at Skidmore or at another college or university may request credit with time toward the probationary period based on that prior service. Eligibility to count previous years of full-time teaching towards the timing of the tenure review will be determined at the time of hiring. The amount of credit, which the faculty member may 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.

Changes to the Faculty Handbook:

Change: Add between Part One, VIII.E.3a and VIII.E.3.b, p. 125, and re-label b-f as d-h (new language in green):

b. 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 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, 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 "visiting" 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 "visiting" 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, 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.

Change: Part One, VIII.E.3c, p. 125, and re-label d (new language in green):

Those initially appointed to the ranks of Associate Professor or Professor, without prior tenure, may choose to become candidates for tenure at the beginning of the fall term of their **fourth** year of service as faculty members; those with tenure at a previous institution may choose to become candidates for tenure as early as the beginning of the fall term of their second year of service as faculty members. Faculty members denied tenure will be given a terminal year.

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

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. ~~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.~~

Change: Add to Part One, VIII.E.5.c, p. 127 (additional language in green):

ATC has the responsibility of securing information with respect to the candidate's teaching competence, professional accomplishment, and service to the academic community **from all years and institutions the candidate applies towards tenure**. Sources of this information include:

Change: 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 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.

- 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.

Change: Part One, VIII.F.2 and 2.a.ii, p. 132 (additional language in green):

Procedures for Promotion to Professor

Faculty may stand for promotion to Professor at their discretion. Consideration for promotion to Professor may be initiated by the Department Chair or Program Director in consultation with the Associate Dean of the Faculty (faculty affairs) or PC. The Associate Dean of the Faculty (faculty affairs) in consultation with the Dean of the Faculty/Vice President for Academic Affairs may also decide to nominate a candidate for promotion consideration. In such a case, the department or program is obliged to consider the candidate's credentials and to present its recommendation to PC. Nomination by the Associate Dean of the Faculty (faculty affairs) for such consideration does not presuppose a successful outcome for the candidate. The Associate Dean of the Faculty (faculty affairs) may initiate promotional consideration in the case of Department Chairs and Program Directors. The Department Chair, Program Director, or the Associate Dean of the Faculty (faculty affairs) shall detail the consultation procedures employed within the department or program when recommending a promotion.

Change: Part One, IX.B.2, pp. 136-137 (additional language in green):

Eligibility

Untenured tenure-track faculty who are either in their third or fourth years of service to the College and who have been reappointed are eligible to apply for the following year. Faculty are ineligible to apply for a pre-tenure research leave in the year they stand for tenure.

Change: Part Two, II.2.c, p. 211 (delete text struckthrough):

Function: To represent the Faculty on promotion cases to Professor. ~~and pre-tenure promotion to Associate Professor.~~