

Promotions Committee Motion on Membership

27 March 2026

Motion:

The Promotions Committee (PC) moves to revise the Faculty Handbook language describing its membership to include at least two tenured faculty at the rank of full Professor.

Rationale:

The Promotions Committee is currently comprised of five faculty members with tenure, including at least one representative from each of the different divisions. As the committee is tasked with reviewing files for promotion to full Professor, PC believes it is important for the committee to include the perspective of those who have successfully navigated the promotion process.

As the new governance service cycle proposed by the Faculty Executive Committee (FEC) was recently approved, adding the proposed restriction to the PC committee membership is unlikely to affect FEC's ability to compile robust ballots for future PC elections.

The word "each" has been added to the language to mirror the language for ATC membership in the handbook, and incorrect and redundant language has been removed.

Current language (Part Two, section II.F.2.c, p. 211):

Membership: Five faculty members with tenure, at least one from the different divisions and no two with primary affiliation to the same department/program, chosen from the ranks of Professor and Associate Professor, none of whom must come from each of the four divisions, none of whom is on CAFR, ATC, or FAB, elected to serve three-year terms.

New language (revisions in red):

Membership: Five faculty members with tenure, **including at least two at the rank of full Professor and** at least one **each** from the different divisions and no two with primary affiliation to the same department/program, ~~chosen from the ranks of Professor and Associate Professor, none of whom must come from each of the four divisions,~~ none of whom is on CAFR, ATC, or FAB, elected to serve three-year terms.

Some relevant information

- PC consulted with FEC during Fall 2025 about the proposed membership change and shared a draft of the motion.
- Skidmore currently has roughly equal numbers of tenured faculty at the ranks of Professor and Associate Professor.
- PC gathered information regarding promotions committee membership for 17 of Skidmore's 21 peer/aspirant institutions.
7/17 require full professors on the committee that reviews promotion cases.

Peer/Aspirant Institution	Tenured Members	Full Professors	Notes
Bard	5		
Bates	7	5	
Bowdoin	5	3	(Aspirant group)
Colby	6		(Aspirant group)
Colgate	5	4-5	
Connecticut	5		
Dickinson	5		
Gettysburg	6		
Hamilton	6		
Haverford	5		(Aspirant group)
Kenyon	7	1+	# full not specified; chair must be full Prof.
Middlebury	3	3	(Aspirant group)
Oberlin	8		
Saint Lawrence	9		
Union	5		
Vassar	5	3	Only the 3 full vote on promotion to full
Wesleyan	Y	Y	#s not given online (Aspirant group)

PC thanks FEC for reviewing this motion and Debbie Peterson for providing the committee with useful information.

Current members of PC:

Mimi Hellman

Kendrah Murphy

Joowon Park

Erica Wojcik

Mark Youndt

ATC membership language (Part Two, section II.F.2.b, p. 211):

Membership: Seven faculty members with tenure, at least one each from the different divisions and no two with primary affiliation to the same department/program, chosen from the ranks of Professor and Associate Professor, none of whom is on CAFR, PC, or FAB, elected to serve three-year terms.