

Annual Report
University Committee on Appointment, Promotion, and Tenure
October 24, 2008

The University Committee on Appointment, Promotion, and Tenure (APT) provides a final campus-wide faculty review of all recommended tenure-track promotion and tenure decisions prior to the Provost's forwarding final recommendations to the Chancellor and subsequently to the Board of Trustees. The committee also reviews recommended appointments of candidates from outside the University to tenured Associate Professor or Professor positions. This committee was created in 2003 to carry out personnel reviews that were previously performed by the Chancellor's Advisory Committee. The committee reports to, and is advisory to, the Provost.

One week before the full committee meets each month, a rotating sub-committee of at least three APT members reads carefully the dossiers submitted for all recommended personnel actions for the month and decides whether any cases need to be referred to the full committee for study before full discussion and vote. Cases can be flagged for a variety of reasons: concern about the credentials or productivity of the candidate; a divided faculty vote in the recommending academic unit; concern that prescribed personnel procedures were not properly followed in the recommending academic unit; or belief that the case would, for some reason, be instructive for APT committee members to read. When a case flagged for extra consideration comes from the home department of an APT committee member, that person excuses himself or herself from the room during the discussion and vote on that case. Even in cases not flagged, APT committee members recuse themselves from the formal vote on all cases arising out of their home academic departments.

Since our previous report:

- 1) The Committee reviewed all recommended APT actions for tenure-track faculty at the level of Associate Professor and Full Professor and made recommendations to the Provost for or against approval of each action. During the period from October 1, 2007 to September 30, 2008, the APT Committee reviewed 151 recommendations for appointment as Associate Professor or Professor with tenure or for promotion to Associate Professor with tenure or to Professor. The committee voted to recommend approval of all 151 actions. In two of those 151 cases, the committee returned the dossiers to the originating departments with requests for additional information to be supplied before the committee took a vote. In both cases, the additional information satisfied the committee's concerns, and the committee voted unanimously to recommend approval of the actions requested.
- 2) To improve our understanding of the criteria used in evaluating scholarship in different units of the University, the APT Committee has met, and continues to meet, with Deans, Associate Deans, and Chairs of several units, especially those units that have recently had a change of leadership or in which scholarly activity is not typically demonstrated via peer-reviewed academic journal articles and book publications.

Respectfully submitted by APT Committee: Connie Eble, Paul Farel, Michael Gerhardt, Peter Gilligan, Jonathan Hartlyn, Margaret Leigh, Barbara Mark, Janet Mason, Ann Matthyse, Kathleen Sulik, Ruth Walden (chair), R. Mark Wightman