



## Promotion and Tenure Committee 2009-2010 Annual Report

The members of the committee are Josephine Hamer, Paul Hines, George Kain, Vijay Nair (Chair), Burton Peretti, Elizabeth Popiel, Shouhua Qi, Frederick Tesch, and Robert Veneziano.

The committee held five informational sessions this year (2009): June 23<sup>rd</sup>, August 26<sup>th</sup> and 27<sup>th</sup> at the Middtown campus and August 24<sup>th</sup> and 25<sup>th</sup> at the Westside campus. All full-time AAUP faculty were invited to these sessions; total attendance, excluding committee members, was thirty.

On September 24, 2009 the members of the committee met with members of Department Evaluation Committees to discuss our promotion and tenure evaluation process. All DEC members were invited; but only twelve, representing six departments, attended. The committee is concerned about the low turnout, as this is an opportunity for a conversation from which both the DEC members and the P & T members can benefit. The committee wishes to remind departments that the purpose of a DEC report is to evaluate the quality of a candidate's performance in the relevant categories based on the available record. Some DEC reports did not meet this requirement, as they were merely descriptive of the candidates' claimed activities. Such reports generally are not helpful.

In late August 2009 the committee established a Web site at <http://www.wcsu.edu/committees/ptc/> in order to disseminate useful information to full-time AAUP members who may be eligible for promotion or tenure.

In order to accommodate the schedules of all committee members, the committee met on a Tuesday in May, a Thursday in November, a Wednesday and a Thursday in January before classes began, three Saturdays in February, and a Tuesday in March. We note that the committee does not have an established calendar for its meetings; every year the members decide for themselves the meeting schedule.

In January 2010 the committee approved an amendment to its bylaws, revising the language in section II. A.3. At its March 2010 meeting the University Senate accepted the proposed amendment.

In 2009-2010 there were

- 10 candidates for tenure
- 7 candidates for promotion to Associate and
- 7 candidates for promotion to Professor

The committee recommended as follows:

Tenure: 8 were recommended and 2 were not recommended.

To Associate: 2 were recommended unanimously, 3 were found to have made satisfactory but not sufficient progress, and 2 were not recommended.

To Professor: 5 were recommended unanimously, 1 was found to have made satisfactory but not sufficient progress, and 1 was not recommended.

Once again the committee thanks the staff of our Human Resources Office, particularly Ms. Peggy Boyle, for the excellent support they provided.

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Vijay Nair  
April 30, 2010