Post-Tenure Review
Committee Annual Report
June 1, 2020

2019-2020 Committee Members:
Kristin Krantzman (Chair) – Chemistry and Biochemistry
Jason Coy (Secretary) – History
Genevieve Hay – Teacher Education
Nancy Nenno – Department of German and Russian Studies
Elena Strauman – Communication

The PTR committee met six times during the 2019-2020. In the first meeting, we discussed our plan for reviewing the thirteen packets that had been submitted for a superior rating. We met five times during the months of January and February to discuss the submission by each candidate and make vote on a decision for a positive recommendation. Each meeting lasted approximately two hours and was spent reviewing two to three packets.

In general, the committee members were impressed by the quality of the work done by the faculty. Most of the faculty put a considerable amount of effort into the preparation and organization of the materials in their packet. The committee submitted a positive recommendation for almost of all of the candidates.

One of the problems that came up during the review process is the number of publications that are required for a superior post-tenure rating. The instructions for the preparation of packets have candidates submit three separate publications or creative activities. To be honest, many of us were under the impression that a candidate must have least three publications in order to be eligible for a superior post-tenure review. I believe that some faculty may even elect not to apply for a superior rating because they do not have three publications. However, the faculty and administration manual does not require a certain number of publications for promotion to full professor. In addition, it was difficult in some cases for the committee members to determine whether a submission had been peer reviewed. It appears that the evidence of peer review is heavily dependent on the discipline of the individual faculty member. It might be helpful for each department to submit a document that describes their specific requirements for a superior rating and the evidence that needs to be submitted for peer review. I also recommend the use of digital signatures for the letter, which would speed up the process of submitting letters to the provost’s office.

I thank the committee members for all of the work that they did to make a thorough and fair review of each candidate. Faculty did an excellent job preparing for the meetings and approaching discussions with an open mind. The opinion of each faculty member was considered before we voted on our recommendation for the review. I thoroughly enjoyed working with the members of the committee.

Sincerely,

Kristin D. Krantzman
Chair, Post-Tenure Review Committee
Professor, Department of Chemistry and Biochemistry