The Advisory Committee on Tenure, Promotion and Third Year Review
Committee Report, 2019-2020
Chair: Christopher Korey
Date: May 21, 2020

The Advisory Committee consisted of the following five regular members:

- David Desplace, Professor, Department of Management and Marketing
- Hector Qirko, Associate Professor, Department of Sociology & Anthropology (returning member)
- Margaret Hagood, Professor, Department of Teacher Education
- Joe Kelly, Professor, Department of English (returning member)
- Christopher Korey, Professor, Department of Biology (returning member)

The Advisory Committee began reviewing candidates for tenure and promotion on January 6, 2020 and completed all deliberations on February 24, 2020. During the committee’s bi-weekly meetings, 3-4 candidate packets were evaluated. Most meetings lasted 2-3 hours, with some of the more challenging cases requiring additional time. In total, the Advisory Committee reviewed 36 cases:

- Promotion to Senior Instructor: 4 cases
- Renewal as Senior Instructor: 5 cases
- Tenure for Librarian II: 1 case
- Tenure and Promotion to Associate Professor: 16 cases
- Promotion to Full Professor: 8 cases

Two third-year review cases were referred to the committee during this review period.

Six of these cases necessitated the inclusion of three of the five alternate members of the Advisory Committee:

- Doug Walker, Professor, Department of Economics: 3 cases
- Laura Brock, Associate Professor, Department of Teacher Education: 3 cases
- Alem Teklu, Professor, Department of Physics and Astrophysics: 1 case

As in the previous three years, no representative of Academic Affairs was present during the Advisory Committee’s deliberations. Interim-Provost Fran Welch conducted her own independent review of the candidates. The Advisory Committee is grateful for the technical assistance provided by the Office of Academic Affairs, including support from Deanna Caveny-Noecker (Associate Provost for Faculty Affairs), Beth Murphy (Assistant to the Provost for Budget and Personnel), and Cathy Peebles (Office Manager).

Below are a few general observations the Advisory Committee would like to share with the campus community:

- Most candidates diligently put together their packets to make the best case for themselves.Ultimately, FAM emphasizes that it is the candidate’s responsibility to make the most effective case in their own support.
- A summary sheet preceding each publication included in the packet, describing the candidate’s contribution (in multi-authored publications) to each publication as well as clear evidence of peer-review (from journal masthead or from editors) was helpful.
An increasing number of candidates' packets include external reviews of research in T&P and Promotion cases. These are optional, but most of the candidates coming up for tenure and promotion to associate and promotion to full included them. Since all candidates are including these, it may be time to consider updating the FAM to make external reviews required.

Some programs and departments used Qualtrics (campus-provided) very effectively for collecting graduate surveys. They provided summary statistics and analytical data that were very useful in evaluation of the candidates. However, other programs and departments provided PDFs of Qualtrics raw data that were difficult to review. We recommend a more standardized approach.

DEP letters that specifically evaluated, polled, and rated candidates in each evaluative category were especially helpful.

Colleague letters that evaluated the candidates in each evaluative category were more helpful than a broad letter of support.

A better process for summarizing the Course-Instructor Evaluations for the committee should be explored. Documents of 300+ pages are unwieldy and are difficult to evaluate. There should be a shorter standardized version that is uniform across all departments. In addition, the committee would like to see all student comments on individual student evaluations. Some provide them, some do not.

The Advisory Committee concluded its formal duties by participating in the spring informational session for faculty, department chairs and deans regarding next year's tenure and promotion process. New to the process this year was individual sessions for each school that were run over Zoom due to the COVID-19 campus closure. These sessions were designed by Deanna Caveny-Noecker (Associate Provost for Faculty Affairs) and attended by a member of the Advisory Committee and the Dean of the School. Chris Korey helped facilitate 5 of the 6 sessions. David Desplace helped to facilitate the session for the School of Business.

The current Chair, Chris Korey, facilitated the election of next year's committee chair, Marvin Gonzalez. Marvin is an Associate Professor of Decision Science and Supply Chain Management