

Report to the Faculty of Arts & Sciences from the Advisory Committee on Retention, Promotion, and Tenure

From: Robin Looft-Wilson and Kim Wheatley, Co-Chairs of RPT for 2023-24

Date: May 15, 2024

Committee members for 2023-24: Chris Abelt, Randolph Chambers, Laura Ekstrom, Robin Looft-Wilson (co-chair), Carol Sheriff, and Kim Wheatley (co-chair).

This report summarizes the activities of the Committee on Retention, Promotion, and Tenure (RPT) for the academic year of 2023-24. The Advisory Committee on Retention, Promotion, and Tenure serves as an advisor to the Dean of the Faculty of Arts & Sciences. It is comprised of six members, two from each of the three Areas, who are elected by the Faculty of Arts & Sciences. The committee is charged with reviewing recommendations made by departments and programs concerning the retention, tenure, or promotion of faculty members of A&S departments and programs. Members of the committee review the dossiers submitted for each candidate, write a report summarizing the candidate's record in scholarship, teaching, and service, and make recommendations. The committee's recommendations are forwarded to the Dean of the Faculty of Arts & Sciences, who then forwards her or his recommendation to the Provost.

Maintaining objectivity is crucial in all RPT activities. When a case before the committee involves a conflict of interest for a member – such as being a member of the same department – the committee member with a conflict is recused and replaced by a past member of RPT who represented the same academic Area. We are grateful to Professors Liz Allison, Rex Kincaid, Jeff Nelson, J.C. Poutsma, and Michael Tierney, each of whom generously agreed to serve as substitutes during the past academic year.

In the fall of 2023, the committee reviewed 8 internal and 1 external candidate for tenure. The latter candidate was also reviewed for promotion to the rank of Professor. The RPT forwarded 9 positive recommendations to the Dean. The Dean agreed with all of the RPT's positive recommendations. Ultimately, 9 candidates were presented to the Board of Visitors with positive recommendations from the Provost. As is the custom, the BOV receives only the recommendation from the Provost and does not see the recommendation from the Dean. The Board voted positively on all of the cases and granted tenure to all 9 candidates.

In the fall of 2023 and spring of 2024, the committee reviewed 9 internal cases for promotion to the rank of Professor, in addition to the external candidate mentioned above. In all 10 cases the committee recommended promotion to Professor. The Dean and Provost endorsed the RPT recommendations in all cases. All 10 candidates received endorsement from the Board of Visitors and were promoted to the rank of Professor.

RPT reviewed 12 requests to award Emeritus/a status to retiring faculty. In one case, RPT was asked to recommend promotion to Professor. RPT approved all requests and 12 retiring faculty were awarded Emeritus/a status by the Board of Visitors in Spring 2024.

RPT is no longer routinely tasked with reviewing retention cases. During AY 23-24, RPT was consulted in one retention case.

Respectfully submitted,

Robin Looft-Wilson
Kim Wheatley