

# Faculty Senate

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## Promotion & Tenure Committee

### Annual Report 1990-1991

The Faculty Senate Promotion and Tenure Committee is responsible for reviewing policy and observing the activities related to the promotion and tenure process.

The promotion and tenure process is conducted under the direction of Provost Spanier as described in the 1986-87 annual report of the faculty senate committee, and following the procedures described in the most recent guidelines. Each dossier is reviewed by (1) a committee and the chairperson of the department sponsoring the candidate, (2) by the Dean of the College, and, if applicable, (3) by the Director of an administrative unit within which the candidate may serve. The dossiers are forwarded to the Associate Vice President for Academic Affairs, who reviews them for completeness and presents them to the other members of the University Promotion & Tenure committee. The university committee consists of the Provost, the Vice President for Research, the Associate Vice President for Faculty Affairs, and the Dean of the Graduate School. Each member reviews the dossiers and makes a recommendation to the Provost, with whom the final decision rests. In those instances where some question exists about the qualifications of a candidate, the university committee meets as a group, and confers with the academic Dean (and Director) of the administrative unit sponsoring the Senate Promotion and Tenure Committee attend. The procedures followed this year and in the past three years represent a considerable departure from those followed by President MacVicar, where every dossier was discussed by the committee as a whole.

108 dossiers were reviewed by the University Promotion and Tenure Committee. A total of 155 decisions (102 promotion decisions and 53 tenure decisions) were made by the committee. 91 promotions were approved (94% of total submitted) and 40 persons were tenured. Seven women were promoted to the rank of professor, although the percentage of favorable decisions for women was less than that for men. The number of minority faculty promoted and tenured was a significant concern over previous years with a favorable review in all cases submitted (11 individuals promoted, 7 with tenure) according to Associate Vice President John Dunn.

The Senate Committee has questions about these items:

Clarification of outside reviewers' roles in evaluation of candidates. Who is an appropriate reviewer? Should the reviewers be described in the dossier so the committee will know why these people were chosen? Emphasis should be made to reviewers that letters are to be evaluations rather than advocacy for the candidate.

If additional references are requested by the University Committee, these should be in writing to be added to the dossiers so candidates may see them, rather than oral references given by telephone.

There is a continuing problem with position definitions and how to fit everyone into the academic model (library, extension, etc.). This is especially difficult in determining "scholarly achievement."

Do "prior service agreements" made with some candidates affect the promotion negatively? Those having such agreements seem to be looked at differently.

The University Promotion and Tenure Committee felt that some committee assignments for candidates were inappropriate. Does this reflect on the candidate or on his/her department head? Is there any feedback to the candidate or supervisor about this?

The committee suggests that the University have a promotion and tenure meeting for all faculty, not just new ones. Department heads and deans might also attend this meeting. Candidates need to be cautioned to categorize their work appropriately, and to avoid "fluff".

Does this committee need to deal with a problem like a department head not helping in preparing a dossier or in soliciting letters that are not helpful?

The Senate Promotion and Tenure Committee was asked during 1990-91 to look closely at the role of teaching in the promotion and tenure process. The committee feels that the guidelines do give serious importance to teaching, but is concerned that teaching may not always receive sufficient weight in practice.

Faculty Senate Promotion and Tenure Committee:

Mary W. Kelsey, Chairman

Starr McMullen, Chairman pro-tem

Darra Thomas

Alice Mills Morrow

Roger Fletcher

Flo Leibowitz

**TABLE I  
PROMOTION AND TENURE  
ANALYSIS BY RANK AND TENURE  
1990-1991**

Request by Rank	Promotion		Tenure	
	Yes	No	Yes	No
Senior Res. Asst.	19	-	-	-
Research Assoc.	1	-	-	-
Senior Instr.	2	-	1	-
Assistant Prof.	-	-	3	-
Associate Prof.	43	9	38	4
Professor	26	2	1	-
No Change	NA	NA	6	-
Total	91	11	49	4

**SUMMARY OBSERVATIONS**

19	faculty were promoted to the rank of Senior Research Assistant
1	faculty member was promoted to the rank of Research Associate
2	faculty members were promoted to the rank of Senior Instructor; 1 with indefinite tenure
43	faculty were promoted to the rank of Associate Professor; 38 with indefinite tenure; 4 were previously tenured; 1 was promoted without tenure
3	faculty were granted indefinite tenure, but not granted promotion to Associate Professor
26	faculty were promoted to the rank of Professor; 1 with indefinite tenure
19	faculty were granted indefinite tenure; no change in rank requested
49	faculty were granted indefinite tenure

**TABLE II  
PROMOTION AND TENURE ANALYSIS  
ANALYSIS FOR WOMEN  
1990-1991**

Request by Rank	Promotion		Tenure	
	Yes	No	Yes	No
Senior Res. Asst.	5	-	-	-
Senior Instr.	1	-	-	-
Assistant Prof.	-	-	-	-
Associate Prof.	9	5	7	3
Professor	7	1	-	-
No Change	-	-	1	-
Total	22	6	8	3

**TABLE III  
PROMOTION AND TENURE ANALYSIS  
ANALYSIS FOR MINORITIES  
1990-1991**

Request by Rank	Promotion		Tenure	
	Yes	No	Yes	No
Senior Res. Asst.	1	-	-	-
Senior Instr.	-	-	-	-
Assistant Prof.	-	-	-	-
Associate Prof.	7	-	7	-
Professor	3	-	-	-
No Change	-	-	-	-
Total	11	0	7	0

**TABLE IV  
SUMMARY OF TENURE RECOMMENDATIONS - 1990-91**  
**HC - Head count of faculty in this category**  
**Totals in each category are underlined**

Year of Annual Review:	1990-91	1989-90	18-year Total 1973-91	
	HC (%)	HC (%)	HC	(%)
<u>1. Faculty on Annual Tenure</u>	384	335	5284	
Male	279(73)	238(71)	4011 (75.9)	
Female	105(27)	97 (29)	1273 (24.0)	
Minority	27 (7)	20 (6)	266 (5.0)	
<u>2. Recommended for Indefinite Tenure</u>				
<u>a. by the department</u>	49	55	1007	
Male	40	43	811	
Female	9	12	196	
Minority	7	1	49	
<u>b. by the dean/director</u>	<u>49</u> (100)	<u>60</u> (100)	<u>838</u> (83.1)	
Male (% of 2a)	41 (100)	47 (100)	666 (82.1)	
Female (% of 2a)	8 (89)	13 (100)	172 (87.8)	
Minority (% of 2a)	7 (100)	1 (100)	42 (85.7)	
<u>3. Granted Indefinite Tenure</u>				
<u>a. HC (% of 2b)</u>	<u>49</u> (100)	<u>59</u> (100)	<u>767</u> (91.5)	
Male	41 (100)	47 (100)	615 (92.3)	
Female	8 (100)	12 (93)	152 (88.4)	
Minority	7 (100)	1 (100)	38 (90.0)	

**TABLE V  
SUMMARY OF APPROVED PROMOTIONS IN RANK  
AND CHANGES IN STATUS TO INDEFINITE TENURE  
1990-91**

**HC - Head Count of faculty promoted or granted indefinite tenure  
(%) - Percent of departmental recommendations approved  
Totals in each category are underlined**

Year of Annual Review:	1990-91	1989-90	18-year Total 1973-91
	HC (%)	HC (%)	HC (%)
A. <u>To Professor</u>	<u>26</u> (93)	<u>30</u> (87)	<u>499</u> (58)
Male	19 (95)	25 (86)	442 (59)
Female	7 (88)	5 (100)	57 (61)
Minority	3 (100)	2 (100)	19 (76)
B. <u>To Associate Professor</u>	<u>43</u> (90)	<u>54</u> (96)	<u>685</u> (73)
Male	34 (94)	40 (95)	559 (72)
Female	9 (95)	14 (100)	126 (77)
Minority	7 (100)	2 (100)	34 (76)
C. <u>To Assistant Professor or Senior Instructor</u>	<u>2</u> (100)	<u>6</u> (100)	<u>161</u> (86)
Male	1 (100)	5 (83)	89 (81)
Female	1 (100)	1 (100)	72 (91)
Minority	0	0	11 (100)
D. <u>To Senior Research Asst.</u>	<u>19</u> (100)	<u>12</u> (100)	<u>129</u>
Male	14 (100)	9 (100)	88
Female	5 (100)	3 (100)	41
Minority	1	1	5
E. <u>Promotion Totals (All Ranks)</u>	<u>91</u> (93)	<u>102</u> (94)	<u>1378</u> (68)
Male	69 (96)	79 (92)	1116 (67)
Female	22 (85)	23 (100)	262 (75)
Minority	6 (100)	5 (100)	66 (80)
F. <u>Indefinite Tenure</u>	<u>49</u> (98)	<u>59</u> (100)	<u>767</u> (76)
Male	41 (100)	47 (100)	615 (75)
Female	8 (89)	12 (100)	152 (77)
Minority	7 (100)	1 (100)	38 (78)
G. <u>All Promotion and Tenure Combined Totals</u>	<u>108</u> (95)	<u>111</u> (95)	<u>2063</u> (70)
Male	79 (96)	87 (94)	1662 (67)
Female	29 (88)	24 (100)	401 (75)
Minority	11 (100)	5 (100)	96 (77)
Total Reviewed	<u>108</u>		
Total Approved	<u>102</u> (94% Approval Rate)		