Tenure and Promotion Committee
Chaired by Skip Swerdlow

Spring 05 Report

1. Our committee met on April 1, 2005 for three purposes:
b. As per our Faculty Senate Charge, I am forwarding our recommendations for the change in wording to the Code regarding the Criteria for Promotion to Full Professor (Please see the attachment). Last year, the Faculty Senate asked the Committee to make formal recommendations regarding wording changes to the Code, so that, if accepted, will make the requirements for this award clearer and more representative of how the University views comparable rigor in its application to those faculty who wish to apply. The summary of those issues have been forwarded to Chair Clint Richards. The subcommittee that reviewed this charge did an excellent job of creating more clarity in the wording without sacrificing the necessary freedom that is necessary to accommodate the differences in colleges and departments.

   During the meeting, the members discussed where this wording of these Criteria should belong. It seemed as though the most appropriate place for the Full Professor wording would be in the P&T Committee by-laws, so that it has a semi-permanence. We respectfully request that the Senate review these recommendations and consider recommending that they be adopted to replace the current wording.

   Finally, the sub-committee recommended that once the Faculty Senate agreed to the final wording, that it be consistent on the official promotion and tenure form, which is on the Provost’s website, and available to all faculty members.

b. As per our Faculty Senate Charge, the committee will not be forwarding our second review and recommendations for the Electronic Submission of Applications for Tenure and/or Promotion at this time. Some unavoidable situations have delayed this report. It will be forwarded as soon as it is complete.

c. As a matter of P&T Committee procedures, the Committee has agreed to consider all of the Full Professor applications as a single block of discussions, rather than discuss them individually when reviewing a college’s applications, as we have done in the past. The rationale for this procedural motion was that we have found over the last few years, a considerable disparity in the standards at the department and college levels as applied to recommendations for promotion to Full Professor. This condition was of great concern, since Committee members viewed some of the applications as not meeting the standards of comparable rigor at the university-wide level. Issues of insufficiencies in research productivity were of greatest concern, though some of the other criteria viewed in a similar, but not as serious a state. Committee members felt that discussing each of the Full Professor applications following all of the promotion and tenure packets would enable us to experience a consistency in our evaluation. After a substantive discussion, the motion was put to a vote. It passed unanimously.

d. Final preparations and discussion for the April P&T Information Forum, which will occur on Wednesday, April 20, from 11:30 a.m. to 1:30 p.m. in the MSU Fireside Lounge. You may
inform the Senate, that the last Forum is expected to be successful; with its usual highly interested and participative crowd.

Meeting Attendance: Not available

**Fall 05 Report**

The University Promotion & Tenure Committee met for the last time this semester on December 8, 2005.

Since the middle of October, we formed with about half our membership new to the process, established our priorities and schedule, and then carefully and efficiently reviewed, evaluated, discussed, and made recommendations on 45 candidates for promotion and/or tenure. Finally, the numbers have begun to drop. Maybe the bubble has finally burst. Our recommendations were forwarded to the Provost for his consideration during the second week of December.

Our plans for the Spring semester are:
- Plan for and hold the Spring Information Forum in April. It will be scheduled for the second or third week of April.
- The revision of the Annual Work Report Form was completed and implemented for this year. As Chair of the committee that created it, it was drawn from the current P&T Form. I will be making adjustments to the P&T form so that the two are compatible. I will be submitting the revision to the Committee and you for your feedback before it are posted on the Provost’s website. It will be ready for the round of promotion and tenure this coming Fall.
- The Committee has forwarded its recommendations to the Faculty Senate for changing the criteria for promotion to Full Professor. We have discussed this matter and how it where the changes should be implemented. I believe that the best case scenario would be to have it implemented as soon as possible, so that candidates may adjust their packets appropriately for application.
- Patricia Markos is the head of the subcommittee that is going to set up the system for implementing electronic submission of P&T packets. Last year this made little progress. In light of that delay, I have asked her to set as a goal for implementing this process for the Fall 2006. I will keep you posted on our progress.
- The Committee made a motion last semester we address the issue of the belief that the infrastructure of the University is insufficient to help faculty, especially junior faculty, for recruitment and retention of faculty. This was brought up as a motion, which was seconded. The vote of the committee to address this issue in the Spring semester was unanimous. We will address this issue in the second semester.

Meeting Attendance: During the Fall semester 2005, the University P&T Committee met 7 times.

Attendance of the committee members:
- Skip Swerdlow, Hotel: 6
- Alan Miller, Business & Economics: 7
- CaroleAnne Kardash, Education: 7
- Connie Mobley, School of Dentistry: 6
- Jacimaria Batista, Engineering: 7
- Mark Hoversten, Fine and Performing Arts: 6
- Cheryl Bowles, Health Sciences: 6
Steve Johnson, Law 6
William Jankowiak, Liberal Arts 3
Vicki Nozero, Library 6
Stan Smith, Sciences 7