

FACULTY MEETING
December 6, 2019

Motion: to couple promotion from Assistant Professor to Associate Professor with tenure and to allow a faculty member to count up to two years of previous full-time teaching employment towards eligibility for tenure. Faculty may stand for tenure and promotion to Associate Professor as early as the fall of their fourth year of service at the College but no later than the fall of their sixth year. Faculty members denied tenure and promotion will be given a terminal year of employment.

Rationale: Unlike many similar institutions, Skidmore currently has no mechanism for allowing faculty appointed at the rank of Assistant Professor who have previous full-time teaching at Skidmore or elsewhere to come up for tenure before their sixth year. This motion would provide such an option by giving credit for up to two years of previous full-time teaching and link promotion to Associate Professor prior to the sixth year (which is currently allowed) with simultaneous consideration for tenure prior to the sixth year. This provides advantages for recruitment and retention.

Currently, faculty may stand for promotion to Associate Professor at any stage of their service at the College (FHB Part One, VIII.F.1.a; cf. VIII.F.2.a.ii). At the same time, faculty with the rank of Assistant Professor who are granted tenure receive promotion to Associate Professor automatical ¶d59

as negotiated among the faculty member, the faculty member's Department Chair or Program Director, and the Dean of the Faculty / Vice President for Academic Affairs.

Changes to the Faculty Handbook:

Change: Add between Part One, VIII.E.3a and VIII.E.3.b, p. 125, and re-label b-f as d-h (new language in green):

b. Faculty who at the time of appointment are at the rank of Assistant Professor, dependent on the number of years of previous full-time teaching at other colleges or universities, may become candidates for Associate Professor and tenure as early as the beginning of the fall term of their fourth year of full-time service as faculty members at Skidmore. The credited years of service, which the faculty members will utilize at their discretion, will be included in the individual written contract, as negotiated among the faculty member, the faculty member's Department Chair or Program Director, and the Dean of the Faculty/Vice President for Academic Affairs. To exercise this option, the faculty must decide before April 1st of the year the faculty member elects to be considered for tenure. After consulting with the Department Chair or Program Director, the faculty member must specify the chosen option in writing to the Department Chair or Program Director and the Dean of the Faculty/Vice President for Academic Affairs by April 1st.

c. Faculty members at Skidmore who move from "visiting" to "tenure-track" status may choose, in consultation with the faculty member's Department Chair or Program Director, and the Dean of the Faculty/Vice President for Academic Affairs, whether to have the "visiting" years of service count toward tenure; the decision must be specified in the letter of appointment to the tenure-track position. The credited years of service, which the faculty members will utilize at their discretion, will be included in the individual written contract, as negotiated among the faculty member, the faculty member's Department Chair or Program Director, and the Dean of the Faculty/Vice President for Academic Affairs. To exercise this option, the faculty must decide before April 1st of the year the faculty member elects to be considered for tenure. After consulting with the Department Chair or Program Director,

Change: Part One, VIII.E.4.a, pp. ~~125~~-126 (deleted text struckthrough):

Criteria for Determining Years of Service

For faculty members, the service year coincides with the academic year. The academic year begins at the start of the fall term and ends with the close of the spring term. For each academic year that a faculty member holds a full-time appointment, that person will be considered to have given a year of service. ~~Other than those Visiting Lecturers described above, faculty members who move from “visiting” to “tenure track” status may choose, in consultation with the Dean of the Faculty/Vice President for Academic Affairs and ATC, to have or not to have the “visiting” years count toward tenure; the decision must be specified in the letter of appointment to the tenure track position.~~

Change: Add to Part One, VIII.E.5.c, p. 127 (additional language in green):

ATC has the responsibility of securing information with respect to the candidate's teaching competence, professional accomplishment, and service to the academic community **from all years and institutions the candidate applies towards tenure**. Sources of this information include:

Change: Part One, VIII.F.1.a-c, p. 131 (additional language in green):

Guidelines for Advancement in Rank

Current language:

- a. Promotion at Skidmore is awarded not on the basis of time in rank but because of the candidate’s demonstration of accomplishments that satisfy the applicable standards at the level specified for the desired rank. Faculty may stand for promotion at their discretion.

