

## PROMOTIONS COMMITTEE (PC) ANNUAL REPORT, 2018-2019

This was the first iteration of PC following the division of the charge of the Committee on Appointments, Promotion, and Tenure (CAPT) into the Appointments and Tenure Committee (ATC) and the Promotions Committee (PC). -time and shared tenure-track appointments to professorial ranks.

PC met 48 times during the 2018-2019 academic year and conducted the following business.

### I. PREPARATORY WORK

During the Fall semester, PC reviewed the *Faculty Handbook* sections on promotion procedures and evaluative criteria for continued service and advancement in rank; met with several former members of CAPT to seek general advice regarding procedures; and composed an Operating Code and Calendar modeled on those of ATC.

Members of PC attended two workshops hosted by the Office of the DOF/VPAA and the Center for Leadership, Teaching, and Learning: one on bias awareness facilitated by Linda Tropp (University of Massachusetts, Amherst) and one on student evaluations and peer observations of teaching facilitated by Ginger Clark (University of Southern California). PC also conducted two of its own workshops on bias awareness facilitated by PC member Beck Krefting.

### II. PERSONNEL MATTERS

During the Spring semester, PC evaluated the credentials of five untenured Assistant Professors for promotion to the rank of Associate Professor, and evaluated the credentials of six tenured Associate Professors for promotion to the rank of Full Professor. In accordance with its Operating Code, PC met with the DOF/VPAA and the ADOF with responsibilities for tenure-track

