

FACULTY MEETING
April 27, 2018

Motion: Changes to Promotion Language

MOTION: The Dean of the Faculty and Vice President for Academic Affairs moves to change the language in the Faculty Handbook regarding promotion as indicated below.

Rationale:

Individual faculty career paths post-tenure do not follow a uniform trajectory, and within one's own trajectory, the path may take on different foci than during pre-tenure years. Therefore, some flexibility in evaluating the work of Associate Professors who stand for promotion is warranted. The proposed language explicitly acknowledges that ~~some~~ a relatively small number of faculty, in service and leadership roles at the institution, are called upon to shift their attention from their disciplinary focus, and ~~that such~~ a profile including notable service contributions at the expense of the quantity (but not quality) of scholarly/creative work may be considered worthy of promotion. The new language validates Skidmore College's dedication to the teacher-scholar model but calls for an evaluation of a candidate's file in which the three criteria are evaluated in combination with, and in relation to, one another.

Proposed Language:

1. Promotion

Guidelines for Advancement in Rank

- 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.
- b. For the rank of Associate Professor, the appropriate terminal degree (or its professional equivalent) normally is required. The absence of the appropriate terminal degree is not an

significant share of the responsibilities for service. There is, then, an expected trajectory of service from untenured faculty, whose service is expected to be relatively modest, to Full Professors, who are expected to be the sustaining pillars of college service.

More precisely, a candidate for promotion to Full Professor mb27.2 (b276 (ed)2 d)6 (o)2 (b0.9 (i)-4.6 (da)9.2 102 Tc.38M

faculty members for promotion to the rank of Professor should entail a flexible application and weighting of the criteria for teaching, scholarship/creative work, and service.

It is essential to consider the question of promotion from an institutional perspective. Certain institutional needs require some faculty to take on intensive administrative and leadership roles at moments that may not align with the standard conventional path to promotion. In cases where faculty members shift their attention from their disciplinary trajectories to forms of scholarship and service related to administration,