

FACULTY MEETING
May 16, 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 absolute deterrent to advancement to any rank. Other qualifications, however, shall be closely scrutinized by the department, CAPT, and the administration for evidence of extraordinary merit.
- c. For the rank of Professor, the appropriate terminal degree (or its professional equivalent) normally is required. Promotion to this rank shall be granted to faculty who have shown evidence of continuing high- quality teaching (or, in the case of Library faculty, librarianship) as well as sustained and significant creative or scholarly growth; and significant involvement in the affairs of the college.

~~three areas: teaching, scholarship, and service. In promotion,~~ the teacher-scholar model remains the primary focus (see Part One, Article VIII, Preamble and Section A) while acknowledging that individual faculty career paths do not follow a single trajectory. Yet, having made a life-long commitment to faculty members in their tenuring, it is the eCollege's expectation that, with promotion to Associate Professor, and more so with promotion to Full Professor, senior faculty are in a position to take on an increasingly

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 must ~~demonstrate~~ present evidence that demonstrates the following:

- sustained high-quality teaching across the range of assigned courses so as to show mastery of the craft of teaching in the candidate's areas of competence. As accomplished teachers, Full Professors are expected to excel in their own classes and, as reflective practitioners of the craft, should also be able to serve as a teaching resource for other faculty. Full Professors are expected to remain committed to their own continuing development as teachers.
- a record of sustained and significant meaningful engagement with the candidate's discipline(s), continued development as a scholar or artist, and evidence of success in completing some substantial aspect(s) of research or artistic agenda beyond the candidate's accomplishments at the time of promotion to Associate Professor. This may include new scholarship/creative work in areas similar to their previous work or advances through their research or creative work, Full Professors (s)-2.3 (or) 7 wh2 (i)-ipmes3 (s)-48 re f BT 0.002 Tc -0.002 5 i B(s) 4nn

