Annual Report of the Committee on Tenure
2015-2016

Members of the Committee: President Dennis Hanno, Provost Linda Eisenmann, Elita Pastra-Landis (co-chair), Michael Berg, Lisa Lebduska (co-chair), Evie Staudinger, and Tripp Evans (for EM). As a member of the Art History department, Evie Staudinger was recused from Ellen McBreen's case and Shelly Leibowitz served in her stead.

The Tenure Committee met in December 2015 and voted to recommend tenure for Ellen McBreen, Art History.

The Committee also met to discuss the issues listed below.

Lisa met with Linda and then with faculty members of the Tenure Committee in August and September 2015 to discuss a proposal from the directors of the Bhutan program regarding untenured faculty. Following that meeting, Linda announced that, provided they had the endorsement of their department, untenured faculty would be eligible for the Bhutan Resident Director position and would be given the option of stopping their tenure clock during their Bhutan service. They also would not be required to count their Bhutan teaching evaluations toward tenure.

In October 2015 Lisa met with Linda to provide consultation regarding issues related to the tenure processes for Business and Management faculty. Linda then composed a report for the Business and Management faculty with her recommendations.

The faculty members of the committee met in February 2016 with Bianca Murphy in her role as FAAO to discuss research on student evaluations of teaching, which suggest that women and faculty of color are often disadvantaged by these evaluations and that the quantitative evaluations are similarly problematic. Lisa shared these concerns with Donna Kerner, Chair of Educational Policy. Bianca later noted that she was not seeking a change in the evaluation but was instead interested in having departments continue their qualitative evaluations. It was decided that departments be reminded of the need to continue conducting qualitative teaching evaluations.

Via Zoom video conference, Lisa and Michael Berg, incoming chair, met with Dana Polanichka (History), who is eligible for tenure consideration in 2016-2017. Dana's representative, John Bezis-Selfa, was not able to attend, but he had met with Lisa earlier in the semester and agreed to follow up if any questions arose.

Respectfully submitted,
Lisa Lebduska and Elita Pastra-Landis, Co-Chairs