

**University Committee on Tenure and Promotion
2004-2005 Annual Report**

The UCTP reviewed and made recommendation on requests for promotion and/or tenure for 57 faculty members.

Thanks to the leadership of Don Edwards, and the efforts of the work groups, the UCTP approved revised Tenure and Promotion Criteria and Procedure documents from: Mathematics, Religious Studies, English, and Pharmacy.

At its last meeting of the semester, it also gave conditional approval to criteria and procedures from Anthropology and Geography. They should be ready for final approval early in the Fall of 2005.

Criteria from a number of other units reached the committee late in the Spring semester and will be reviewed and acted upon in the coming year.

With special thanks to the efforts of Ted Moore and Elizabeth Patterson, the committee completed a substantial overhaul of the "Goldenrod Manual," (i.e., the University Committee on Tenure and Promotions Guide to Criteria and Procedures). Language was clarified, and a number of inconsistencies and errors were rectified. The new document was approved in December, 2004.

President Sorensen appointed Bruce Meglino, Business, to replace Ted Moore who resigned when he was appointed Associate Provost for Budget and Operations.

Elizabeth Patterson, Law, was elected Chair of UCTP for 2005-2006.

In collaboration with the Faculty Advisory Committee and the Faculty Welfare Committee, the UCTP, through the leadership of Martin Donougho, put forward a slate of nine candidates. From this slate, the faculty elected to UCTP, for three-year terms, effective August 15, 2005, Janet Hospital, English; Constance Schulz, History; Cynthia Colbert, Art; Gary Allen, Psychology; and Rebecca Nagel, Music.

In addition, the UCTP elected Professor Alan S. Waldman, of Biological Sciences to fill the vacancy created when Don Edwards resigned on July 1, in order to assume his responsibilities as chair of Statistics. Dr. Waldman will serve through the Summer of 2006.

Efforts are underway to fill the vacancy created by Harriet Williams' resignation for family health reasons.

Two workshops were held on April 26. Patrick Nolan, Chair UCTP, Karl Heider, Associate Provost and Dean for Undergraduate Studies, and Stan Lawrimore, Computer Services, met with Tenure and Promotion chairs at 10:00 am, and with potential T&P Candidates at 11:15am.

They fielded a wide range of questions. In answering them, special emphasis was given to the chair's and candidate's responsibility to follow the prescribed organization of materials in assembling the candidate's files, and to the importance of selecting qualified and unbiased outside evaluators sufficiently early in the process to ensure the receipt the requisite number of apposite reviews.

Candidates were also reminded to make special efforts to correctly identify the nature and status of items listed in their files, and to clearly identify their contribution to co-authored work and grants.

The important role that the candidate's personal statement can play in explaining the "culture" of different disciplines and the relative merits of their various achievements to panel reviewers was also discussed.