

To: Dana Nakano, Speaker of the Faculty, 2021-2022
From: Koni Stone, Chair, University Retention, Promotion, and Tenure Committee (URPTC), 2021-2022
Date: May 15, 2022
RE: Annual Report of the URPTC, 2021-2022

Members of the 2020-2021 URPTC are Koni Stone (Chemistry) [Chair], Keith Nainby (Communication Studies), Betsy Eudey (Gender Studies), Steven Filling (Accounting), and Shradha Tibrewal (Social Work).

Highlights:

Starting AY 2021-2022, all RPT candidates began their review cycles at the same time early in the Fall semester. This caused some stress for faculty who were accustomed to a full fall semester between reviews. Now, reviews end in May and new files are submitted in September, so it is a challenge to make progress on the constructive feedback that candidates receive. This new calendar did allow more time for the Deans, URPTC and Provost to review the files.

Due to the pandemic, and the great uncertainty associated with keeping everyone safe, all files were submitted electronically, so that all levels of review would have remote access to the files. Once again, we found Interfolio to be a slow and clunky interface.

We continue to remind everyone to continue to reflect upon how the grand pivot and the physical distancing orders, including campus and other closures, have impacted their professional activities. This is crucial for the discussions of understanding RPT reviews for future evaluators and candidates.

We made changes to our University RPT policy and now departments must include specific language in their departmental elaborations concerning earning tenure, promotion to Associate, and promotion to Professor. Also, the elaborations must include specific language concerning early tenure/promotion and early promotion to full. To date, 14 departmental elaborations have made the required changes and have completed the review process. We are waiting for two departments to respond to our suggestions, and we know three more departments have begun the process. There are 17 departments that have not submitted revised elaborations.

Review of AY2021-2022:

We hosted workshops for candidates under review and members of Department RPT committees. We also hosted workshops for Departments who were updating their Departmental elaborations. Thank you to the Faculty Center for Teaching and Learning, Shradha Tibrewal, Matt Cover and Debra Bukko for their assistance with these workshops.

As usual, reading the 2021-2022 RPT files was an amazing and inspiring experience. Our colleagues accomplish excellence in the classroom and in their scholarly endeavors with very limited resources. The work faculty put in switching to distance learning is awe-inspiring. The time spent on the pedagogical shifts of these past two years needs to be enunciated by faculty and honored by all RPT reviewers. We were impressed with how much our colleagues have accomplished and how much they care about our students and our community.

The 2021-2022 cycle consisted of 53 reviews by URPTC. We reached agreement with Provost Ogle on recommendations for all candidates. Given the changes to RPT policy, since agreement was achieved, the Provost's recommendations are now decisions. This is truly a testament to the strength of our campus RPT policy and process.

The Committee wishes to acknowledge the continued support of CFA representative Dr. Dave Colnic. Also, we could not have done this job without Ms. Nancy Moghadas (Office of Faculty Affairs). Her dedication and commitment to excellence are very much appreciated.

As Chair of the Committee, I wish to express my gratitude for the support and fortitude of this year's committee. As was commented on last year's committee, this year's committee members are to be commended for the seriousness and commitment with which they served.

Koni Stone, PhD URPTC Chair, 2021-2022