

May 5, 2016

ANNUAL REPORT

University Retention, Promotion, and Tenure Committee (URPTC)

As an introduction to the report – The committee would like you to know that reading the RPT binders of our colleagues leaves us feeling very humble. We were and are amazed at how much our colleagues accomplish with very limited resources, how well they do the things they do, and how much they care about our students and our community.

Members of the 2016-2017 URPTC are Steven Filling (Accounting), Susan Marshall (English) [Chair], Susan Neufeld (Advanced Studies), Heather Coughlin (Math), and Annie Hor [Library].

The committee worked very hard to ensure that the RPT process proceeded as specified in policy and procedures. In pursuit of that goal the committee held multiple workshops for deans, for DRPTC members and for candidates to review campus policy and process.

The 2016-2017 cycle, which consisted of a total of 45 reviews, was hectic but manageable. We are very pleased to report that after a conference committee meeting with the Provost we reached agreement on recommendations for almost all candidates. This is truly a testament to the strength of our RPT process and policy. At this time we don't know the President's decisions but we have every reason to believe they will be in line with our recommendations.

Experience from this year is consonant with last year – our campus conversation about departmental elaborations continues, and it continues to be the case that while some parties to the conversation feel that some departmental elaborations are too prescriptive, other parties argue that some departmental elaborations do not provide enough guidance for candidates and the various levels of review. URPTC hopes that those conversations will continue and that faculty will continue to assert their primacy over matters of curriculum, research, and faculty status. The URPTC reviewed revised elaborations from nine departments and we are in the process of finalizing acceptance of those revised elaborations.

The Committee wishes to acknowledge with gratitude the assistance and support of Ms. Wendy Miller in the Office of Faculty Affairs. Her organizational skills and attention to

detail lighten considerably the load for URPTC, and her vast knowledge of practice and policy kept us on the right track.

Respectfully submitted,

Susan Marshall

URPTC Chair, 2016-2017