

Faculty Council Committee for Appointment, Promotion & Tenure Committee Annual Report 2007-2008

The Committee for Appointment, Promotion and Tenure (APT) started work in Fall 2007 and consists of the following faculty:

Lou Chitkushev (MET), Richard Cornell (CFA), Janelle Heineke (SMG), Daniel LeClair (MET), Cataldo Leone (SDM), Leonid Levin (CAS), Nick Mills (COM), Ray Rahul (MED), Tanya Zlateva (MET), Chair

The APT decided to compare and contrast the advantages and disadvantages of tenure-track vs. non-tenure track faculty appointments and also examine the related promotion procedures.

The committee held four meetings (10/01/2007, 01/31/08, 03/04/08, 04/01/08) and discussed a broad array of issues relating to the impact that tenure (or tenure-track) status or the lack thereof affect

- the quality of the faculty and
- the ability to recruit the best faculty
- the quality of research
- the quality of teaching
- the perceived or actual job security
- the ability to remove faculty who is no longer committed or productive
- the ability to retain the best faculty

A survey was developed to assess these questions (see attached draft – not to be circulated)

In parallel to this, the APT acquainted itself with relevant reports and data, more specifically:

- Report of the BU Tenure Discussion Group from 1999
- BU Faculty Climate Survey data on similarity and differences in the replies of tenure/tenure-track and contract faculty
- Brandeis Report of ad hoc Committee on Contract Faculty
- Brandeis University--Contract Faculty Guidelines

In order to facilitate the work of the Committee a web site was set up in CourseInfo; the site contains all meeting minutes, internal documents and links to external reports discussed by the Committee.

The APT plans to continue its work next year as follows:

- Coordinate the survey with the FC and the Provost Office

- Distribute the survey, collect and analyze the data
- Analyze the data from the BU Faculty Climate Survey
- Review policies and procedures for appointment and promotion of contract faculty at other universities
- Present preliminary findings to the Executive Committee of the Faculty Council, to the Faculty Council, and Faculty Assembly,
- Write final report

Submitted by,
Tanya Zlateva (MET), Chair