

Motion: to couple promotion from Assistant Professor to Associate Professor with tenure and to allow a faculty member to count up to two years of previous full-time teaching employment towards eligibility for tenure. Faculty may stand for tenure and promotion to Associate Professor as early as the fall of their fourth year of service at the College, but no later than the fall of their sixth year. Faculty members denied tenure and promotion will be given a terminal year of employment.

Rationale: Unlike many similar institutions, Skidmore currently has no mechanism for allowing faculty appointed at the rank of Assistant Professor who have previous full-time teaching at Skidmore or elsewhere to come up for tenure before their sixth year. This motion would provide such an option by giving credit for up to two years of previous full-time teaching and link promotion to Associate Professor prior to the sixth year (which is currently allowed) with simultaneous consideration for tenure prior to the sixth year. This provides advantages for recruitment and retention.

Currently, faculty may stand for promotion to Associate Professor at any stage of their career at the College (FHB Part One, VIII.F.1, cf. VIII.F.2.a.ii). At the same time, faculty with the rank of Assistant Professor who are granted tenure receive promotion to Associate Professor automatically (FHB Part One, VIII.E.5.g, p. 128). Thus, tenure confers promotion to Associate Professor, but promotion to Associate Professor prior to the sixth year does not guarantee conferral of tenure.

Faculty who stand for promotion to Associate Professor prior to the sixth year typically bring to the College previous experience at an institution of higher learning. If a faculty member has at least two years of prior full-time teaching experience, that faculty member may stand for tenure and promotion as early as the fall of the fourth year and no later than the fall of the sixth year. If a faculty member has at least one year of prior full-time teaching, that faculty member may stand for tenure and promotion as early as the fall of the fifth year and no later than the fall of the sixth year. Because this motion proposes to couple tenure and promotion to Associate Professor, faculty who choose to stand for promotion to Associate Professor prior to the sixth year must also stand for tenure simultaneously. The criteria and procedures for tenure and promotion prior to the sixth year remain as articulated in the Faculty Handbook for faculty standing for tenure and promotion at the beginning of the fall term of their sixth year of service as faculty members (Criteria: Part One, VIII.A; procedures: Part One, VIII.E.5; eligibility: Part One, VIII.E.3.) At the time of hire as a tenure-track Assistant Professor, faculty with previous full-time teaching at Skidmore or another college or university may request credit with time toward the probationary period based on that prior service. Eligibility to count previous years of full-time teaching towards the timing of the tenure review will be determined at the time of hire. The amount of credit, which the faculty member may utilize at their discretion, will be included in the individual written contract, as negotiated among the faculty member.



Change: Part One, VIII.E.4a, pp. 125126 (deleted text struck through):

Criteria for Determining Years of Service

For faculty members, the service year coincides with the academic year. The academic year begins at the start of the fall term and ends with the close of the spring term. For each academic year that a faculty member holds

colleges or universities, may become candidates for promotion to Associate Professor and for