

**Amendments are underlined in orange text**

**Motion:** to couple promotion from Assistant Professor to Associate Professor with tenure and to allow a faculty member to count up to ~~two~~ **four** 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~~ **second** 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.

(p. 1 of ATC/PC motion)

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**Change:** Add between Part One, VIII.E.3a and VIII.E.3.b, p. 125, and re-label b-f as d-h (new language in green): (p. 2 of ATC/PC motion)

b. Skidmore acknowledges previous employment as a teacher-scholar at other academic institutions. Faculty who at the time of appointment are at the rank of Assistant Professor, dependent on the number of years of previous full-time teaching at other colleges or universities, may become candidates for tenure and promotion to the rank of Associate Professor as early as the beginning of the fall term of their ~~fourth~~ **second** year of full-time service as faculty members at Skidmore....

c. Faculty members at Skidmore who move from non-tenure-track to tenure-track status may choose, in consultation with the faculty member's Department Chair or Program Director, and the Dean of the Faculty/Vice President for Academic Affairs, whether to have up to ~~two~~ **five** years of the non-tenure-track years of service count toward tenure; the decision must be specified in the letter of appointment to the tenure-track position....

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**Change:** Part One, VIII.E.3c, p. 125, and re-label d (p. 2 of ATC/PC motion)

Those initially appointed to the ranks of Associate Professor or Professor, without prior tenure, may choose to become candidates for tenure at the beginning of the fall term of their ~~fourth~~ **second** year of service as faculty members;

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**Change:** Part One, VIII.E.4.a, pp. 125-126 (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 a full-time appointment, that person will be considered to have given a year of service. Faculty may count up to ~~two~~ **five** years of previous full-time teaching employment at Skidmore or **up to four years** at other colleges or universities as years of service.

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### Guidelines for Advancement in Rank (p. 3-4 of ATC/PC motion)

a. Promotion to the rank of Associate Professor accompanies the granting of tenure. Faculty at the rank of Assistant Professor, based on prior full-time teaching employment at Skidmore or at other colleges or universities, may become candidates for promotion to Associate Professor and for tenure as early as the beginning of the fall term of their ~~fourth~~ **second** year of full-time service as faculty members at Skidmore. The criteria for promotion to the rank of Associate Professor are those for tenure.

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### VIII D 1 a (p. 120 of 2019-2020 FHB)

Insert a new paragraph xi (at the end of section describing third-year review):

**Faculty who stand for tenure in their third year of full-time service as faculty members at Skidmore will not undergo the third-year review described in this section.**

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### In IX A 2 b (p. 134 of 2019-2020 handbook)

Full-time members of the Faculty who are ~~in their sixth year and are~~ candidates for tenure (and full-time members of the Library faculty and Artists-in-Residence who are in their sixth year and are candidates for reappointment) may apply for sabbatical leave. However, final approval of the sabbatical leave request is contingent upon the granting of tenure or, in the case of Library faculty and Artists-in-Residence, reappointment.