

Promotions Committee (PC) Report to Faculty on
PC's "White Paper" of May 2021 and the Responses Received

Introduction: In May 2021, PC distributed the *White Paper on Time Frame for Promotion* [to Full Professor] and invited comments. The White Paper was an attempt to "clarify time frame and what it means to come up 'early,'" which last year's PC had come to believe was a potential source of confusion. At that time we thought that PC would present a motion this year, based in part on the feedback received. We will *not* be doing this; the comments, though not copious, were instructive: lack of transparency regarding timing is but one of many thorny issues regarding promotion at Skidmore.

Key Points:

1. PC welcomes promotion candidacies whenever faculty members and their chairs/PDs/PPC Chairs believe that the candidates' records meet the criteria laid out in the Faculty Handbook (Part One, Article VIII, Sections A and F). We reaffirm that "[f]aculty may stand for promotion to Professor at their discretion."
2. In seeking greater clarity around the question of timing, PC was motivated by its long-term goal to improve the promotion climate at Skidmore from chilly and opaque to celebratory of the faculty's wide range of achievements and contributions. Through issuing the White Paper, we learned (among other things) that stating an expected timeline might inhibit candidates from submitting their files at a time of their choosing, contrary to our intentions.
3. PC continues to work on the long-term project of improving promotion at Skidmore. This semester, for example, we are planning to offer a workshop on promotion to Chairs and Program Directors. We have been concerned about the (Covid-related?) dearth of promotion cases recently, and hope to increase the number in the near term.
4. Going forward, PC would welcome your thoughts and suggestions. They can be directed to any member of the committee.