

# MEMO

To: Faculty Senate  
 From : The Promotion and Tenure Committee  
 Date: 4/23/2017  
 Re : 2017 P&T Annual Report

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Dear Faculty Senators,

The Promotion and Tenure Committee reviewed 33 applications for promotion and 16 applications for tenure. Table 1 shows the distribution of applications for promotion across ranks/gender and by recommendations. Table 2 shows the distribution of applications for tenure across gender and by recommendations. Table 3 shows the distribution of applications for tenure and promotion across rank and by race.

Table1

Applications for	Full Professor*			Associate Prof			Assistant Prof**		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Number of Applications	16	9	7	14	6	8	3	2	1
<b>Recommendations</b>									
DEC	15	8	7	14	6	8	3	2	1
Dean	15	8	7	13	6	7	3	2	1
P&T	13	6	7	10	5	5	2	1	1
Provost	13	6	7	11	5	6	2	1	1

\* Include: Coach & Librarian. \*\* Include: Coach & Librarian

Table2

Applications for	Tenure (Total)			Pre-Penultimate Tenure			Penultimate Tenure***		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Number of Applications	16	10	5	11	6	5	5	4	1
<b>Recommendations</b>									
DEC	16	10	5	11	6	5	5	4	1
Dean	15	9	5	11	6	5	4	3	1
P&T	11	7	3	8	5	3	3	2	1
Provost	11	6	4	9	5	4	2	1	1

\*\*\* Include Counselor

Table3

<b>Breakdown by Race</b>	Full Professor*	Associate Prof	Assistant Prof**	Tenure***
<b>Total Applications</b>	<b>16</b>	<b>14</b>	<b>3</b>	<b>16</b>
Caucasian/White	15	12	3	10
African-American/Black	0	0	0	0
Hispanic/Latino/Latina	0	1	0	2
Asian	1	1	0	4

\* Include: Coach & Librarian. \*\* Include: Coach & Librarian \*\*\* Include Counselor

The Promotion and Tenure Committee would like to emphasize the importance of the two recommendations that were provided in last year P&T report:

1. The P&T would like the Faculty Senate to strongly recommend to all schools and departments the need for them to provide appropriate, continuous, and high quality mentoring from the beginning of a new faculty member's career at CCSU. This recommendation should be in writing and addressed to the appropriate Dean, Chair, and DEC. The P&T believes that professors who are not appropriately and continuously mentored may not prepare their tenure or promotion materials in a fashion that best represents their accomplishments. **Restated from last year report (2016).** The P&T ask the Faculty Senate to take appropriate action so that the university will develop a meaningful systematic mentoring program.

2. The P&T encourages all candidates for promotion or tenure to meet with the promotion and tenure committee, and that the University Senate convey this encouragement to all faculty and administrators. **Restated from last year report (2016).**

The P&T ask the Faculty Senate to convey to the Chairs, DEC and candidates that it is the practice of the P&T to evaluate purely on the merits of the files and any additional information added by the candidates who appear before us. We do not engage in any form of interaction nor enter into communication about the evaluation with any of the candidates, departmental or DEC members.

Respectfully,  
Richard Benfield & Joseph Farhat  
For the Promotion and Tenure Committee