

Report of the 2021-2022 University Promotion and Tenure Committee to the Faculty Senate  
Central Connecticut State University  
April 20, 2022

## A. Overview

Eleven members of the faculty were elected by their peers to serve on the University Promotion and Tenure (P&T) Committee this year:

Cherie King (Counselor Ed. & Family Therapy) <sup>†</sup>	Mark Cistulli (Marketing)
Mark Jackson (Biology) <sup>†</sup>	Sharon Clapp (Librarian)
Joanne DiPlacido (Psychological Science)	Sinead Ruane (Management & Organization)
Shelly Jones (Math)	Julia Blau (Psychological Science)
Joan Nicoll-Senft (Special Education & Interventions)	Luz Amaya (Engineering)
	Jacob Werblow (Educational Leadership)

<sup>†</sup> co-chairs

Due to the COVID-19 pandemic, all meetings this year were virtual. The committee first met on November 16, 2021 to receive its charge from the Provost and the President. The Chief Human Resources Officer was also present. There were no applicants for Fall 2020 tenure, so the committee began its work on December 21, 2021 to begin review of Spring candidates.

**Candidates.** In all, we reviewed the applications of 33 members of the faculty whose tenure and/or promotion are governed by the CSU-AAUP–BoT collective bargaining agreement (CBA).<sup>1</sup> Of these,

- 4 applied for tenure only;
- 18 applied for promotion only; and
- 11 applied for both tenure and promotion.

The volume of promotion and tenure requests is generally in line with recent years:

	2015	2016	2017	2018	2019	2020	2021	2022	average
promotion	29	28	33	35	47	39	27	29	33
tenure	14	17	16	26	22	20	17	15	18
<b>totals</b>	43	45	49	61	69	59	44	44	

**Evaluation Procedure.** All 11 committee members reviewed the summary materials submitted by each of the 33 candidates. Each of the eleven members of the P&T committee was

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<sup>1</sup> articles 4.11 (teaching faculty), 6.8 (coaches), 6.9 (non-instructional athletic trainers), 7.3.1 (counseling faculty), and 8.3.1. (library faculty) in [Collective Bargaining Agreement](#) between Connecticut State University American Association of University Professors and Board of Trustees for Connecticut State University System, August 26, 2016 – August 26, 2021.

assigned as a “primary reviewer” of the files of either four or five; each candidate was assigned two primary readers. Primary readers were assigned randomly, but adjustments were made to avoid conflicts of interest. Candidates’ materials were made accessible through OneDrive and confidential Microsoft Teams with some candidates’ materials stored in a room in Carroll Hall to which members of the committee had twenty-four-hour access. Most of the primary reviews were conducted during December and January.

**Meetings.** The committee met on February 2 & 3, 2022 to discuss the primary reviews.

The committee met three additional times during February. On two of these dates we conducted individual meetings with each of the 33 candidates. Each meeting was approximately fifteen minutes long. The committee also met on two separate dates with administrators as outlined in the [CCSU Promotion and Tenure Policy for Tenure-track Teaching Faculty](#)<sup>2</sup> to discuss points of disagreement. The agenda of these meetings included dedicated time for deliberation regarding individual candidates by the committee after the administrators had left. Final recommendations were completed on February 25, 2022 and submitted to the Provost.

## B. Statistical Summaries

### I. Requests by type (promotion, tenure, both) vs. School or Division

	Athletics	Business	CLASS	Library	Counseling	SEPS	SEST	TOTALS
promotion only	1		7	2		2	6	18
promotion and tenure		1	4			3	3	11
tenure only		3				1		4
<b>total applicants</b>	<b>1</b>	<b>4</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>6</b>	<b>9</b>	<b>33</b>
<b>total requests</b>	<b>1</b>	<b>5</b>	<b>15</b>	<b>2</b>	<b>0</b>	<b>9</b>	<b>12</b>	<b>44</b>

### II. Recommendations by subcategory

There was a high level of agreement among all four bodies making recommendations this year. Recommendations of Departmental Evaluation Committees (DECs) were positive in 40 of 44 cases (91%); Deans<sup>3</sup> made positive recommendations in 37 of 44 cases (84%); the P&T committee made positive recommendations in 40 of 44 cases (91%); and the Provost (or the applicable Vice President in the case of Athletics and Counseling) made positive recommendations in 39 of 44 cases (89%).

<sup>2</sup> [CCSU Promotion and Tenure Policy for Tenure-track Teaching Faculty](#), most recently amended by the Faculty Senate on September 11, 2019:

**IV. C. Communication between levels regarding disagreement.** .... if the Promotion and Tenure Committee disagrees with a Dean’s recommendation, the committee shall meet with that Dean before forwarding a recommendation to the President. Finally, if the President (or designee) disagrees with the Promotion and Tenure Committee recommendation, the President (or designee) shall meet with that committee before issuing a final decision... [p.4]

<sup>3</sup> “Deans” includes academic deans, administrative deans, and division directors.

	promotion									tenure		
	To Professor/ Coach IV/ Counselor/ Librarian/ Trainer IV			To Associate Professor/ Coach I,II,III/ Associate Counselor/ Associate Librarian/ Trainer I, II, III			All promotion requests			By gender		all
	M	F	sum	M	F	sum	M	F	sum	M	F	sum
Applications	4	11	15	5	9	14	9	20	29	5	10	15
<b>Positive Recommendations</b>												
DEC	4	9	13	5	8	13	9	17	26	5	9	14
Dean	4	9	13	4	8	12	8	17	25	4	8	12
P&T	3	9	12	5	8	13	8	17	25	5	10	15
Provost	3	9	12	5	8	13	8	17	25	5	10	15

### III. Requests discussed per Section IV.C of the CCSU Promotion and Tenure Policy for Tenure-Track Teaching Faculty

	P&T committee → Dean	Provost-P&T committee
Promotion	5	3
Tenure	2	2
<b>totals</b>	7	5

Ultimately, the recommendations of the provost (or Vice President) and the committee concurred in 44 of 44 cases (100%). The committee and the Deans concurred in 40 of 44 cases (91%).

### IV. Itemization by Race and Ethnicity

The University Promotion and Tenure Committee bylaws<sup>4</sup> stipulate that the P&T Committee submit a “statistical summary of the year's promotion and tenure cases, including

<sup>4</sup> [Promotion and Tenure Committee bylaws](#) (October 17, 2006):

[§6]g. The Promotion and Tenure Committee shall each April present to the Senate and faculty a statistical summary of the year's promotion and tenure cases, including breakdowns by gender and by race and ethnicity, and an evaluation of the year's process. The Committee shall use data provided by the University administration, including the gender and race and ethnicity categories used by the administration, in preparation of the report. The Committee shall be mindful of privacy concerns; if, in the judgment of the Committee, breakdown of the data by gender or by race and ethnicity compromises individual identity of candidates, the Committee may combine minority categories and/or report data combined for periods of up to five years rather than just the current year. The report shall be followed by at least one open faculty forum. The President and/or Provost and the Deans should be involved in the public evaluation of the process.

breakdowns by gender and by race and ethnicity” based on “data provided by the University.”

Gender is specified under item II above.

Race/ ethnicity	Promotions			Tenure	Grand Totals
	Professor/ Coach IV/ Counselor/ Librarian/ Trainer IV	Associate Professor/ Coach I,II,III/ Associate Counselor/ Associate Librarian/ Trainer I, II, III	Totals		
Asian	2	1	3	1	4
Black	0	2	2	1	3
Hispanic	0	1	1	1	2
White	13	10	23	12	35
<b>Totals</b>	15	14	29	15	44

## C. Recommendations

The University Promotion and Tenure Committee Bylaws also require “an evaluation of the year’s process.”

We recommend that a thorough review of Senate P&T policies is due to access P & T processes within the university.

In lieu of the P & T committee’s past recommendations, we will put forth our new recommendations for 2022 to the Faculty Senate and strongly encourage this body to prioritize action on recommendations in order to clarify and improve the Promotion and Tenure processes and organization within CCSU as soon as the Fall 2022 semester begins:

- We strongly support adopting a software system as soon as possible for 2022- 23 that is specifically designed for Promotion and Tenure portfolios. ECSU and many other Universities in the country are utilizing Interfolio. Here is some general information: <https://www.interfolio.com/products/review-promotion-and-tenure/>
- Review of applications has revealed substantial inconsistencies between departments and schools regarding organization of portfolios and documents. We hope that a new software system will remedy these inconsistencies but encourage the Senate to development stronger and clear formatting and organization of portfolios for every department and school are utilizing the same instructions.
- Increase expectations for departmental mentoring though the tenure and promotion process and development and submission of portfolios:
- we strongly recommend that a meeting among the reconstituted P&T committee, representatives of the administration, and representatives of the AAUP be convened as soon as practicable after the new members of the committee are elected; and that

- we recommend that the Provost's office convene the committee as early as possible in the Fall for possible fall applicants.

Respectfully submitted,

Cherie King and Mark Jackson, co-chairs, on behalf of the 2021-22 University Promotion and Tenure Committee