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TO : Faculty Executive Committee

FROM: Jerome N. Sanes, Vice-Chair (2009-2010), Tenure, Promotion and Appointments
Committee (TPAC)

On behalf of Joan Richards, Chair (2009-2010), TPAC

DATE : 22 September 2010

RE : Report on TPAC activities, Academic Year 2009-2010

TPAC continued to fulfill its function as a peer-review body for faculty promotion, tenure and appointments across the university. In the 2009-2010 Academic Year, TPAC evaluated 101 cases ranging across promotions, reappointments and appointments.

During the Fall Semester, TPAC discussed general procedures and developed a more defined set of procedures related to recusal and disclosure by TPAC members. Highlights of the decisions related to recusals and disclosures include the following:

- Establishment of a TPAC sub-committee, "Recusal Committee," that would evaluate matters related to recusals. Members of this sub-committee include the Chair and Vice-Chair of TPAC, the Dean of the Faculty and the Senior Associate Dean of the Faculty.
- TPAC members were encouraged to disclose any information about all cases that might pertain to potential recusal from considering a case. The Recusal Committee then evaluated the disclosed information and determined whether it would require recusal from considering a case.
- Aside from obvious cause for recusals, such as departmental affiliation or personal relationships with candidates, TPAC agreed that any member could recuse oneself without disclosing the rationale for the recusal.
- TPAC members were informed that once a voluntary recusal occurred, that this was a definitive action that could not become reversed nor rethought after discussion of a case by TPAC began.

TPAC also discussed how departments could better convey a candidate's teaching abilities, focussing its discussion particularly upon candidates already with Brown appointments. The Committee agreed that departments should continue to provide the numerical summary of the teaching evaluation forms. Furthermore, even though all the teaching evaluations for a candidate has availability for review, TPAC expressed a strong interest in having departments provide representative individual quotations from evaluations for each course instructed by the candidate. Thus, TPAC wished to view comments that reflected the range of scores provided by students. TPAC members recognized that providing selected comments does not necessarily provide a full accounting of a candidate's teaching ability and that the numerical scores do indeed provide an average accounting; however, TPAC members wished to have as part of the dossier a representative sampling of student opinions.

TPAC also continued to refine its process to assess tenure cases, particularly those for promotion from Assistant to Associate Professor, with tenure granted. For internal cases for promotion to Associate Professor, with tenure granted, TPAC adapted a two-stage evaluation process. In the first meeting, TPAC focused on identifying dossier items for departments and centers to provide written clarification;

at this first meeting, while also discussing the character of the case. Upon receiving clarifications, TPAC then hosted departmental representatives to fully address the merits of the tenure-case, withholding final assessment on individual cases until voting on sets of cases during a single committee meeting.

Summary of Cases

As noted, TPAC evaluated 101 cases during the 2009-2010 Academic Year; as of 1 September 2010, the Provost has provided a recommendation on all of these cases. A tabular summary of the cases that TPAC assessed appears at the end of this document.

Reappointments of tenure-track faculty. TPAC reviewed 27 recommendations for reappointments at the rank of assistant professor; 23 for a four-year reappointment and four for a two-year reappointment. TPAC approved a four-year reappointment recommendation for 22/23 cases, with the Provost concurring with 21 of these decisions, and reducing one four-year appointment approved by TPAC to two years. TPAC recommended a two-year reappointment in one case; the Provost overturned this decision. TPAC and the Provost approved departmental recommendations of two-year reappointments in 3/4 cases; TPAC recommended, with Provost agreement, a four-year reappointment for 1/4 cases.

Reappointments of non-tenure-track faculty. TPAC considered two cases of reappointment of Senior Lecturers, each to a new six-year term. TPAC and the Provost concurred on one reappointment of six-years and the other reappointment for three years.

Contract Extensions, tenure-track Assistant Professors. TPAC reviewed requests to extend the probationary period of 12 tenure-track Assistant Professors, approving all recommendations.

Promotion from Assistant Professor to Associate Professor with tenure. TPAC agreed with a departmental recommendation for promotion from Assistant to Associate Professor with tenure granted in 16/18 cases, while recommending tenure denial in two cases. For the 13/16 cases approved by TPAC, the Provost concurred. The Provost reversed a positive decision by TPAC and the department in two cases and suspended the other positive case. The Provost concurred with TPAC on the two cases of tenure denial.

Promotion from Associate Professor to Professor with tenure previously granted. TPAC received 13 recommendations that Associate Professors, previously granted tenure, be promoted to Full Professor. TPAC approved 12 of these cases with the Provost concurring. TPAC tabled the discussion in one of these cases.

Promotion from Lecturer to Senior Lecturer, term appointments. TPAC received four departmental recommendations for promotion from Lecturer to Senior Lecturer, each with a six-year term. TPAC approved the departmental recommendation in all four cases, with the Provost concurring in three cases and reducing the appointment term to three-years in one case.

New appointments at Full and Associate Professor.

TPAC considered a variety of new appointments at the rank of Full Professor. TPAC and the Provost approved a five-year term appointment at the rank of Full Professor, without tenure. TPAC approved 11/14 requested appointments at the rank of Full Professor, with tenure granted. The Provost concurred in 10 of the cases; with one candidate withdrawing before action by the Provost. For the remaining three cases, TPAC did not approve the departmental recommendation, denying appointment at Full Professor with tenure, with the Provost concurring in one case and overturning TPAC in a second case. TPAC tabled one case for appointment at Full Professor with tenure.

TPAC considered 10 cases for a new appointment at the rank of Associate Professor. TPAC and the Provost approved a departmental recommendation for one individual having a five-year term appointment of Associate Professor, without tenure. TPAC and the Provost concurred to approve seven cases for appointment at the rank of Associate Professor, with tenure granted. TPAC and the Provost did not concur with the department to grant tenure at the Associate Professor rank for one case, whereas in another case, the Provost overturned TPAC's decision not to grant Associate Professor rank with tenure.

Faculty members of TPAC, 2009-2010.

Joan Richards, History (Chair)
Jerome Sanes, Neuroscience (Vice Chair)
Kenneth Breuer, Engineering
Jeffrey Brock, Mathematics (Spring Term)
Mary Ann Doane, Modern Culture and Media
Gregory Elliott, Sociology (Spring Term)
Coppélia Kahn, English (Fall Term)
Joachim Krueger, Psychology
Philip Leis, Anthropology (Fall Term)
Alexander Levitsky, Slavic Languages (Spring Term)
James Morgan, Cognitive and Linguistic Sciences
Rhacel Parrenas, American Civilization
Carle Pieters, Geological Sciences (Fall Term)
Richard Stratt, Chemistry
Catherine Zerner, History of Art and Architecture

Summary of TPAC / Provost Decisions

Academic Year 2009-2010

Reappointments				
Action	Number of Cases	Departmental Decision (yr)	TPAC Decision (yr)	Provost Decision (yr)
As Assistant Professor (tenure-track)	21	4	4	4
	1	4	2	4
	1	4	4	2
	3	2	2	2
	1	2	4	4
As Senior Lecturer (term appointments)	1	6	6	6
	1	6	3	3
Extensions				
Action	Number of Cases	Departmental Decision	TPAC Decision (re: Department)	Provost Decision (re: Department)
Extend Probationary Period	12	Recommended	Approved	N/A
Promotions				
Action	Number of Cases	Departmental Decision	TPAC Decision (re: Department)	Provost Decision (re: Department)
Promotion to Associate Professor with Tenure	13	Recommended	Approved	Approved
	2	Recommended	Approved	Not Approved
	2	Recommended	Not Approved	Not Approved
	1	Recommended	Approved	Suspended
to Full Professor (Tenure previously granted)	12	Recommended	Approved	Approved
	1	Recommended	Tabled	–
To Senior Lecturer (6 yr term)	3	Recommended	Approved	Approved
To Senior Lecturer (6 yr term)	1	Recommended	Approved	Not Approved (3 yr term)
Appointments (External)				
Action	Number of Cases	Departmental Decision	TPAC Decision (re: Department)	Provost Decision (re: Department)
as Full Professor, without Tenure	1 (5 yr)	Recommended	Approved	Approved
as Full Professor, with Tenure	10	Recommended	Approved	Approved
as Full Professor, with Tenure	1	Recommended	Approved	Candidate withdrew
as Full Professor, with Tenure	1	Recommended	Not Approved	Approved
as Full Professor, with Tenure	1	Recommended	Not Approved	Not Approved
as Full Professor, with Tenure	1	Recommended	Tabled	–
as Associate Professor, with Tenure	7	Recommended	Approved	Approved
	1	Recommended	Not Approved	Approved
	1	Recommended	Not Approved	Not Approved
as Associate Professor, without Tenure	1 (5 yr)	Recommended	Approved	Approved