ATC Annual Report 2022-2023

In addition to the six-week intensive review of tenure dossiers, ATC members met a total
of 46 times during the 2022-2023 academic year in order to discuss and deliberate
tenure files along with our other duties, particularly our involvement in five Cabinet-level
searches.

Tenure Cases

ATC completed the review of eight tenure cases. This process involved:
• reading the tenure dossiers of each candidate,
• holding discussions on each candidate among the members of ATC,
• meeting with the Dean of Faculty/Vice President for Academic Affairs Michael Orr
 and Associate Dean of Faculty Pat Fehling to discuss each candidate,
x holding additional discussions among the members of ATC, and
x sending ATC recommendations to President Conner.

ATC recommended that eight faculty members be granted tenure.

Bias Mitigation Awareness

Members of ATC, CAFR, PC, and the Office of the DOF/VPAA met with W. Carson Byrd,
author of Behind the Diversity Numbers: Achieving Racial Equity on Campus, for a three-hour Zoom workshop on September 13. (Byrd, who is a researcher at the University of
Michigan, came to Skidmore via a collaboration between the Center for Leadership,
Teaching and Learning and the Office of the DOF/VPAA.) We were provided with the
book.

Information Sessions

During the spring 2023 semester, ATC held( )3(w)-5(i)-7(t)6(h)] TJ
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Cabinet-Level Administrative Searches

ATC discussed and worked with FEC and President Conner on constituting search
committees for five VP-level searches. ATC interviewed the finalists and subsequently
met with the President to provide feedback regarding each search. Additionally, ATC
provided consultative feedback to the President regarding the establishment of a new
Cabinet-level position: General Counsel and Vice President for Human Resources. The
respective visits and debriefing timelines follow.

• Dean of Faculty/Vice President for Academic Affairs (November 8-17)
• Vice President for Finance and Administration/Treasurer (February 2-16)
• Vice President for Enrollment and Dean of Admissions and Financial Aid (February
 28-March 7)
• Vice President for Communications and Marketing (March 21-28)
• General Counsel and Vice President for Human Resources (May 22-June 1)

Other Consultations with Committees and the DOF/VPAA Office

• ATC and FEC met jointly to discuss possible Faculty Handbook changes.
• CAFR invited ATC members to provide feedback regarding its research of
 ombudsperson offices at other institutions.
• ATC met with members of the Working Group on Inclusive and Accessible Teaching and
 Learning in conjunction with the working group’s work this academic year.
• Incoming and outgoing chairs of ATC, CAFR, and PC were consulted by the Office
 of the DOF/VPAA to discuss bias mitigation awareness training for the fall of 2023.
• ATC drafted a brief policy considerations document for the DOF/VPAA that
 addressed supporting tenure at Skidmore and scholarship of teaching and learning.

Meetings with the President, Committee of Committees, and Board of Trustees

• The chair of ATC met with President Conner and several other committee chairs
 during the fall semester to discuss the functioning of our committee and our plans for
 the academic year.
• The chair of ATC met with the Committee of Committees at the end of the fall
 semester and Erica Bastress-Dukehart did so at the end of the spring semester to
 summarize our activities and discuss the functioning of the faculty governance
 system.

3
• The chair of ATC met with the Board of Trustees Academic Affairs Committee at
 its May meeting to summarize our work over the course of the academic year.

Membership for 2022-2023

Erica Bastress-Dukehart, History (one-year substitute for Sónia Silva, Anthropology,
 2024)
John Brueggemann, Sociology (2022-2025)
Winston Grady-Willis, Black Studies, Chair (2020-2023)
Ela Lepkowska-White, Management & Business (2020-2023)
Reg Lilly, Philosophy (one-year substitute for Kate Greenspan, English 2024)
Leigh Wilton, Psychology (one-year substitute for Rachel Roe-Dale, Mathematics &
Statistics, 2024)
Marketa Wolfe, Economics (2020-2023)

Membership for 2023-2024

John Brueggemann, Sociology (2022-2025)
Jenny Day, History (2023-2026)
Sarah DiPasquale, Dance (2023-2026)
Larry Jorgenson, Philosophy (2023-2026)
Mary Odekon, Physics (2023-2026)
Leigh Wilton, Psychology (one-year substitute for Sónia Silva, Anthropology, 2024)
Marketa Wolfe, Economics, Chair (2022-2025)

Respectfully submitted,

Winston Grady-Willis, Chair
Erica Bastress-Dukehart
John Brueggemann
Ela Lepkowska-White