

**University Committee on Tenure and Promotions  
2005-2006 Annual Report**

The UCTP reviewed and made recommendations on requests for promotion and/or tenure for 50 faculty members.

Thanks to the leadership of Roy Stuckey and the efforts of the work groups, the UCTP approved revised Tenure and Promotion Criteria and Procedure documents from: Geography, Anthropology, Music, and Banking, Finance, Insurance & Real Estate. Revised Criteria for the University Libraries were put on hold pending administrative resolution of issues related to the role of librarians in the university system and the extent to which research and teaching requirements for librarians are consistent with this role. Criteria for Marine Sciences were put on hold pending administrative resolution of issues related to tenure and promotion processes for tenure-track faculty affiliated with centers and institutes.

The UCTP prepared two flyers, one for unit Tenure & Promotion Chairs, and one for potential candidates for tenure and promotion. These flyers provided advice on preparing successful tenure and promotion files. A draft flyer was also prepared for new USC faculty, with advice on structuring their activities to maximize their prospects for tenure and promotion.

John McDermott, Economics, was elected Chair of UCTP for 2006-2007.

In collaboration with the Faculty Steering Committee, the UCTP drafted changes in the method for nominating candidates for the UCTP, which were approved by the faculty. The changes, which were aimed at making the nominations process more efficient and broadening the pool of potential nominees, provide 1) for including UCTP on the form soliciting volunteers for committee service, and 2) for nominations to be made by the outgoing members of UCTP and the Faculty Steering Committee. (At present, nominations are made by the outgoing members of UCTP, the Faculty Advisory Committee, and the Faculty Welfare Committee.)

In collaboration with the Faculty Advisory Committee and the Faculty Welfare Committee, the UCTP put forward a slate of ten candidates for three-year terms, to begin on August 16, 2006. From this slate, the faculty elected to UCTP Robert Best (Medicine), Miriam Freeman (Social Work), Reginald Bain (Music), John Richards (Psychology) and Therese Kuhs (Education).

In addition, the UCTP elected Virginia Scotchie (Art) to fill the vacancy created by the resignation of Cynthia Colbert (Art), and Paul Huray (Electrical Engineering) to fill the vacancy created by the resignation of Ken Stevenson (Education). Efforts are underway to fill vacancies created by the resignations of Diane Johnson (English) and Marje Aelion (Public Health).

UCTP Chair Libba Patterson met with new USC faculty at an orientation workshop in September 2005. She emphasized the importance of familiarity with unit criteria and of making these criteria the focus of the faculty member's activities.

Two workshops were held on April 25. Libba Patterson, Chair of UCTP, John McDermott, Chair-Elect of UCTP, and Karl Heider, Associate Provost and Dean for Undergraduate Studies, met with Tenure & Promotion chairs, and with potential T&P candidates. They emphasized the importance of using the correct version of the unit criteria and of clearly portraying in the file the strength of the candidate's record.