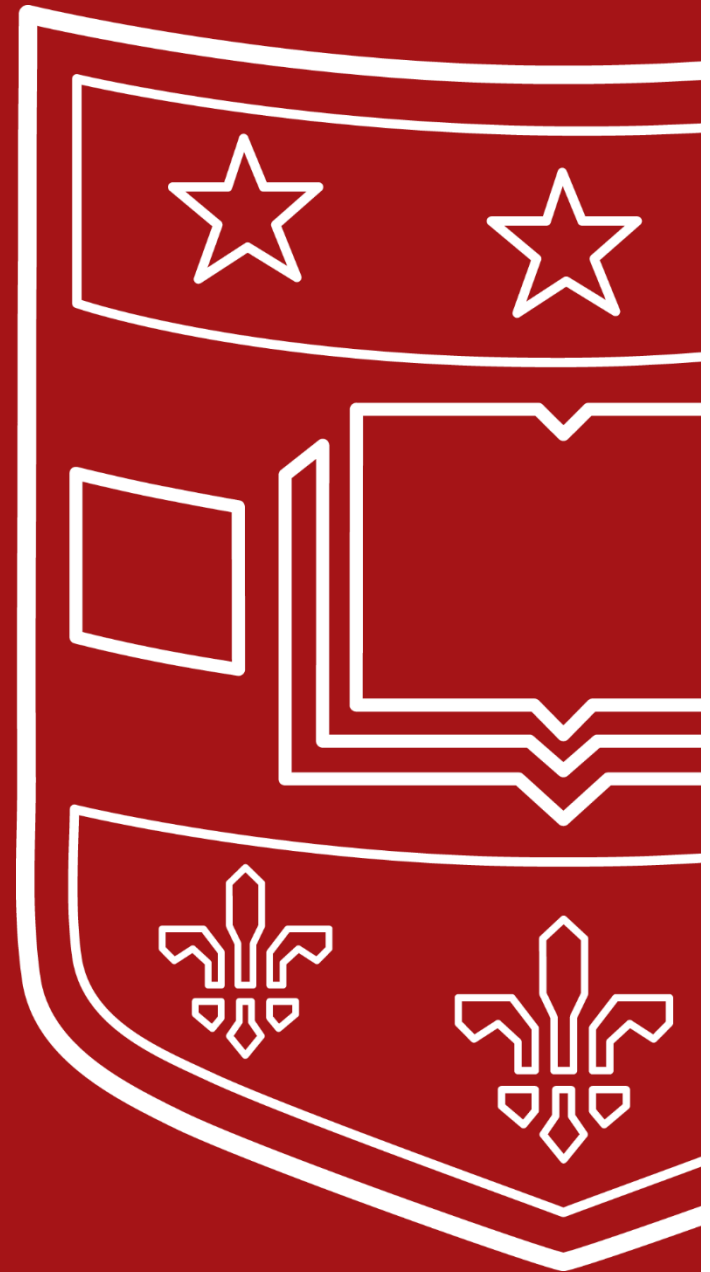


Senior Faculty Meeting

November 3, 2023





Outline of Meeting

- With Vice Deans:
 - Voting on tenure while on leave
 - Cohort comparisons with parental/medical leave
 - Number of letters
 - Mention of leaves in letter requests
 - Form of tenure materials
 - In-person / hybrid voting
 - Section on weakness in cases
 - Residential policy
- Without Vice Deans
 -



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 - Total chaos



Voting on Tenure Cases While On Leave

- Q: Should we allow voting on tenure cases while on leave?
- Considerations
 - Policy currently doesn't say anything explicitly
 - OGC opinion is that it is not prohibited
 - Quorum for P&T says "active"
 - Expectation of participation on leave (against spirit of study leave)
 - PhD advising continues
- If we want to change this, will need a vote

Cohort Comparisons



- How do parental/medical leaves fit into cohort comparison?
- Precedent: recentering window per year of leave
- Or increase window around PhD year?



Number of letters / Leaves

- Currently ask for 15, usually get 10
- Maybe 6/8 is enough for untenured associate?
- Same for full?
- Is faculty happy with reduced number for bookend cases?

- Also, should we expressly mention leaves when soliciting letters?

Form of tenure materials



- Happy with Box?
- Want numbered paper pickups?
- Request paper?

Hybrid Voting



- Do we want to allow Zoom voting for tenure meetings?

Weaknesses in Cases



- Do we want to have guidelines about weaknesses in tenure cases?

Part Deux



- Thank you to Andrew, Mark, Markus, and Robyn



Some points of conversation

- IT issues:
 - “One topic that empirical research faculty would like to bring up is that we lack standard datasets that other comparable schools have but also for the data we buy as faculty using school funds, there is not a central Olin repository. So every time we need to email the associate dean or other faculty to ask if we already have the data or who has it. This can be an issue especially if people leave or for young faculty that might be less likely to email around. This would be easy to solve with a server that costs around 20k and we could log in to it with our credentials to retrieve the data.”
 - “An issue is that our IT support is not really knowledgeable to handle those tasks. Our IT support for empirical faculty is also subpar relative to peer schools.”
 - My own experience with our new centralized IT has been very subpar



Some point of conversation

- P&T Committee:
 - Should we have one?
 - How would it look?
 - Standards across groups for tenure?
- Earlier decision point for tenure
 - 8-9 years is a long time for your first decision
 - Some situations where efficient to make decision earlier
- Imbalance in hiring across groups
 - Growth has been very uneven across groups
 - Driven by SMP revenues, skewed hiring

Some point of conversation

- Review of the administration
- Channel for complaints (I guess that's me?)

