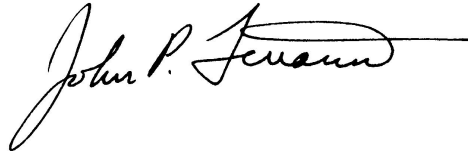


September 8, 2008

To: The Academic Senate

From: John P. Ferraris
Chair, CQ

A handwritten signature in black ink that reads "John P. Ferraris". The signature is written in a cursive style with a long horizontal line extending to the right.

Subject: Annual Report (2007-2008) of the Committee on Qualifications

During the 2007-2008 academic year, the Committee on Qualifications consisted of: Peter Assmann (BBS), William Cready (SOM), Christine A. Dollaghan (BBS), Catherine Eckle (EPPS), John Ferraris (NSM and Chair), Philipos Loizou (ECS), James Marquart (EPPS), Clay Reynolds (A&H), Viswanath Ramakrishna (NSM), Kathryn Stecke (SOM), Theresa Towner (A&H and Vice Chair), and Kang Zhang (ECS).

CQ met regularly from November (2006) through mid-May (2007), and several times during the summer, to review the files of candidates undergoing 3rd year and promotion reviews and to review the files of new hires with tenure. In total, CQ conducted 39 internal reviews, including 19 reviews for reappointment as Assistant Professor without tenure, two reviews for reappointment as Associate Professor without tenure, ten tenure reviews, and eight full professor reviews. In 38 of the 39 cases the majority vote of CQ supported the recommendations of the Ad Hoc Committees and the Deans. In one case CQ voted to disagree with the recommendation of the Ad Hoc Committee and the Dean. In these 38 cases the Provost agreed with the recommendations of CQ. In the remaining one case, the Provost chose to terminate a candidate for promotion to Associate Professor with tenure (siding with the recommendations of the Ad Hoc Committee and Dean).

In accordance with the Procedures for Faculty Promotion, Reappointment and Tenure the Provost met with members of CQ to provide his rationale for the one promotion file for which he disagreed with the recommendation of CQ.

CQ also reviewed the files of 8 new hires with tenure, including 7 full professors and 1 associate professor. CQ supported the recommendations of the Search Committees and the Deans in seven cases.

CQ discussed the issue of the criteria that should be used in 3rd year reviews since evaluations are often based on estimates of future accomplishments. Since variation in

these estimates across Schools is inevitable, the judgments of the Ad Hoc committees, above rank-faculty, and the respective Deans take on special importance.

Finally, CQ, and especially its chair, greatly appreciates the highly professional support we received from Dowla Hogan.

A more detailed breakdown by School follows.

**2007-2008
TENURE, PROMOTION AND
REAPPOINTMENT DECISIONS**

Reappointment as Assistant Professor

Nineteen faculty members were reviewed for reappointment as Assistant Professors, two for reappointment as Associate Professors without tenure. Twenty-one were reappointed. The Committee on Qualifications (C.Q.), Provost and President agreed on twenty-one (all).

Promotion to Associate Professor with tenure

Ten faculty members were reviewed for tenure and promotion to Associate Professor. Nine were promoted, one terminated. C.Q had one split vote: (6 promote, 3 terminate, and 2 abstentions). The C.Q., Provost and President agreed on nine of those.

Promotion to Professor

Eight faculty members were reviewed for promotion to full Professor. Eight were promoted; and the C.Q., Provost and President agreed on all eight.

PROMOTIONS AND REAPPOINTMENT BY SCHOOL

Arts and Humanities

1 promoted to Full Professor

1 reappointed as Associate Professor (no tenure)

3 promoted to Associate Professor
2 promoted to Full Professor

Behavioral and Brain Science

2 reappointed as Assistant Professor
1 promoted to Associate Professor

Management

5 reappointed as Assistant Professor
3 promoted to Associate Professor
1 promoted to Full Professor

Economic, Political and Policy Sciences

2 reappointed as Assistant Professor
2 promoted to Full Professor
1 terminated

Natural Sciences and Mathematics

4 reappointed as Assistant Professor
1 reappointed as Associate Professor (no tenure)
2 promoted to Associate Professor
2 promoted to Full Professor

Engineering and Computer Science

6 reappointed as Assistant Professor

INITIAL APPOINTMENT DECISIONS

The C.Q. reviewed eight files for initial appointments; seven at the rank of full professor with tenure, one at the rank of associate professor with tenure. Seven were approved by the C.Q.