

Faculty Retention Committee Report for 2017-2018

Retention Committee Members

Names	Term	Represents
Park, T.J.	3 of 3*	BSS
Tillquist, Alan	2 of 3	BSS
Taylor-Johnson, Carol	3 of 3	AH
Vanderford, Brenda	1 of 3	AH
Sonya Armstrong	1 of 3	NSM
Ruhnke, Tim (chair)	2 of 3	NSM
Banks, Oree	1 of 3*	PS
Mutepa, Rafael	2 of 3*	PS
Collins, Sean	1 of 3	AL

Retention Candidates Considered

Faculty Member	Department
Mohammad Bhuiyan	Mathematics and Computer Science
Mickey Blackwell	Education
Zach Fitchner	Art
Joshua Martin	Art
Kathy McDilda	Education
Sanjaya	Biology
Kerri Steele	Criminal Justice
Lan Wang	English

Actions of the Committee

- August 29 - The Committee met to discuss: 1. Moving to digital portfolios for retention candidates; 2. Use of the evaluation instrument for retention candidates; and 3. Establishment of a multi-year calendar for retention candidates.
- December 7 – Email sent to Deans as a reminder to forward portfolios.
- February 6 – The Retention Committee met to consider recommendations for retention candidates.

- February 6-14 – Draft letters for eight candidates were forwarded to the Committee for review.
- February 14 – Digital portfolios and retention recommendation letters sent to the Provost via email.
- February 15 – Binder portfolios and associated recommendation letters delivered to the Provost's Office.
- March 2-9 – Retention letters forwarded to candidates, Chairs and Deans. All candidates were recommended for retention.

Misc. issues

The lack of a multi-year calendar for the retention process has led to candidates missing third year pre-tenure review. The revised evaluation instrument is in its second year, but the Retention Committee still lacks comparison scores from non-probationary faculty.

Recommendations of the Retention Committee

The recommendations from the Retention Committee is the same as last year.

1. Move to a digital portfolio submission process.
2. Establish a process by which a "population" of scores on the revised evaluation instrument is created for a cross-section of WVSU faculty members over 2-3 years. These scores will serve as baseline data for comparison to scores for retention candidates.
3. Establishment of a multi-year calendar for retention candidates in order to avoid missing the third-year pre-tenure review.

Respectfully submitted,



T.R. Ruhnke, Chair
Retention Committee
May 1, 2018