

Faculty Retention Committee Report for 2019-2020

Retention Committee Members

Senate report: May

3-year term

9 tenured faculty (2 reps from each college, 1 AL). Deans and Chairs are not eligible.

Names	Term	Represents	Address	Phone	E-mail
Hailou, Frehot	2 of 3	BSS	105 Hill	3057	fhailou
Tillquist, Alan	1 of 3	BSS	314A Cole	3240	atillqui
Taylor-Johnson, Carol	2 of 3*	AH	214 Hill	3070	johnsoct
Vanderford, Brenda	3 of 3	AH	301 Davis	5107	bvanderf
Sonya Armstrong	3 of 3	NSM	817 Wallace	3390	armstrso
Ruhnke, Tim (chair)	1 of 3	NSM	135 Hamblin	3210	ruhnketr
Kane, Michael	3 of 3	PS	528 Wallace	4052	mkane
King, Pat	1 of 3	PS	154N Fleming	3232	kingpr
Collins, Sean	3 of 3	AL	133 Hamblin	4150	scollin5

Retention Candidates Considered

Faculty Member

Department

Katie Bitting

Chemistry

Zach Fitchner

Art

Sridhar Malkaram

Mathematics and Computer Science

Lan Wang

English

Heng Wu

Mathematics and Computer Science

Actions of the Committee

- October 15, 2019. The Retention Committee met to set the calendar of work for the committee.
- November 20, 2019. An email was sent to the Provost, Deans and Retention Committee detailing digital submission of portfolios.
- January, 2020. Portfolios were forwarded to committee members as they were received.
- January 30, 2020. Committee members met to discuss and make decisions on retention recommendations.
- February 5, 2020. Draft letters for retention candidates emailed to the Committee for review.
- February, 2020. Hard copy of retention campus mailed to candidates.
- February 13, 2020. Portfolios and retention recommendation letters delivered to the Provost.
- Four candidates received retention recommendation without qualification. One candidate received a qualified retention recommendation.

Misc. issues

As in past years, the lack of a multi-year calendar for the retention process has led to candidates missing third year pre-tenure review.

Recommendations of the Retention Committee

The recommendations from the Retention Committee are as last year's:

1. Produce a "how-to" document for retention candidates .
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,

A handwritten signature in black ink, appearing to read "T.R. Ruhnke". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

T.R. Ruhnke, Chair
Retention Committee
May 1, 2020