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Fall 2025 Academic Affairs

Agenda

1. Proposed improvements to P&T

    a. Exceptional situations

    b. University-wide committee

2. Informational slides that we probably won't have time to discuss

    a. AA Listening Tour dates

    b. Active learning

    c. Accessibility

    d. GenAI

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Exceptional situations

Expedited Tenure for associate and full professors

- ❏ Expedited tenure is granted as part of the hiring process with permission from the Dean and Provost. It is for academic leadership, senior hires, or faculty who have made significant and sufficient accomplishments elsewhere to merit tenure at Stony Brook.

- ❏ Expedited tenure is not for faculty already on campus.

- ❏ It is not an opportunity to evaluate the candidates once they have arrived.

- ❏ It is not the same as going up for tenure early/credit for prior service.

- ❏ For associate professor hires:

  - ❏ the candidate must have already received tenure at a previous institution or have made significant and sufficient accomplishments elsewhere to merit tenure here

  - ❏ Chair must make an argument to the Dean/Provost that the particular qualifications of this candidate–and their previous institution–warrant expedited tenure.

- ❏ The files for expedited tenure cases should be started as soon as the candidate has signed the acknowledgement letter.

Clarity

1. Department
2. Dean/Provost
3. Candidate: change in templated language
   a. Title: associate professor (or professor) 10 (or 12)
      Rank: Academic Rank, Tenure track appointment

      With your acceptance of these conditions and receipt of approvals, we will initiate the tenure review process immediately and the chair or their designee will reach out to begin collecting the necessary materials. Upon successful completion of the tenure review process and final approval by the necessary parties, your appointment would become a tenured appointment in [TENURE HOME DEPARTMENT].

      Appointment to tenured positions requires the approval of the Dean, Provost, President, and Chancellor of the State University of New York, and is subject to the Policies of the Board of Trustees which can be viewed at suny.edu/Board_of_Trustees/PDF/Policies.pdf. According to SUNY policies, the initial appointment is a 'term appointment' from September 1, 20XX through August 31, 20XX+2, however, It is our expectation that this review will take less than a year.

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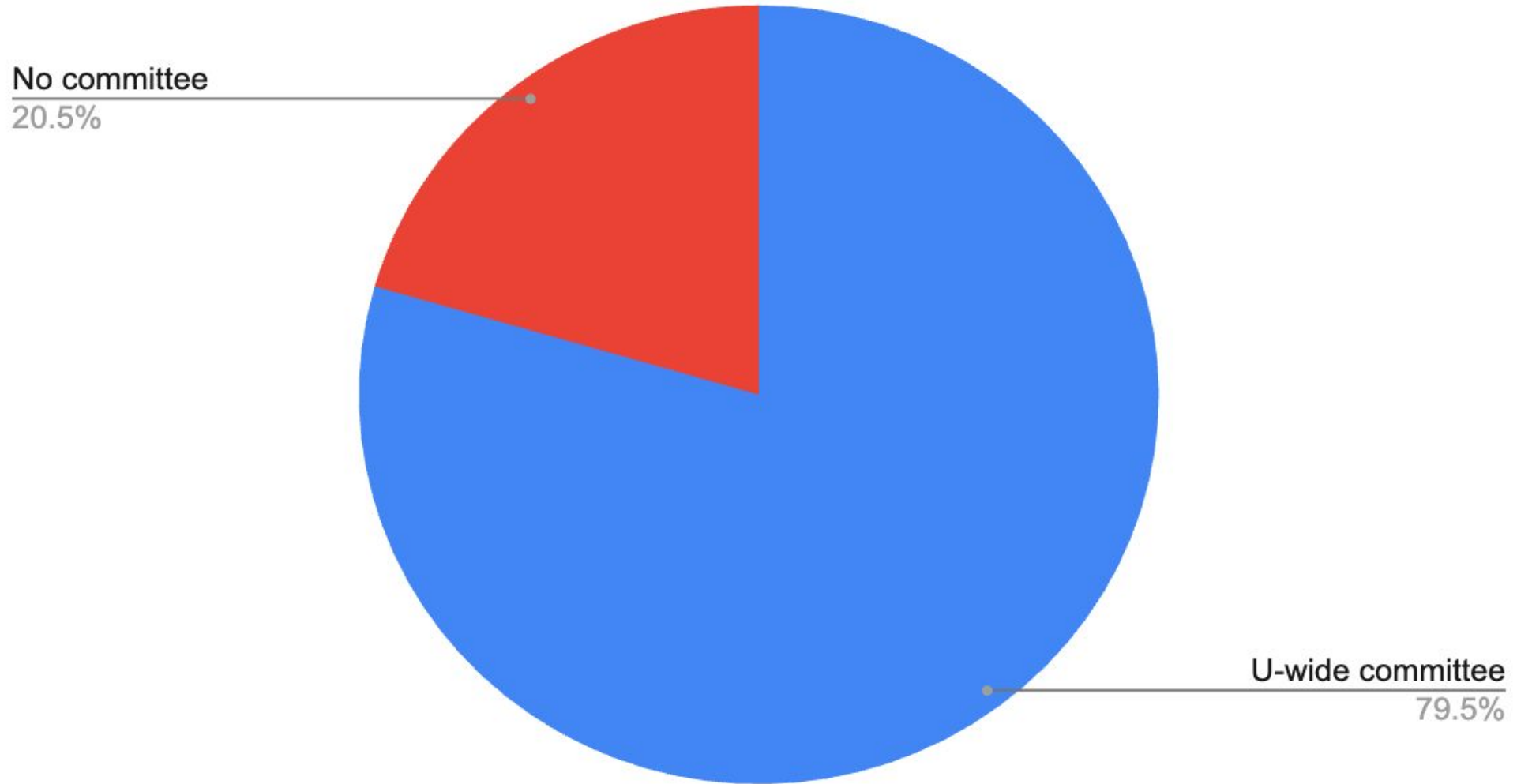THE STATE UNIVERSITY OF NEW YORK

Credit for Prior Service

- Discuss with chair or unit head at point of hire

- Consideration is accomplishments, not time in service.

- Submission of this form

- Only one tenure file may be submitted for consideration during the mandated tenure period.

- Please note, candidates receiving credit for prior service must submit their files approximately 1.5 years before their mandatory date, meaning that, for those who received 3 years prior service must submit their file during their second year on campus.
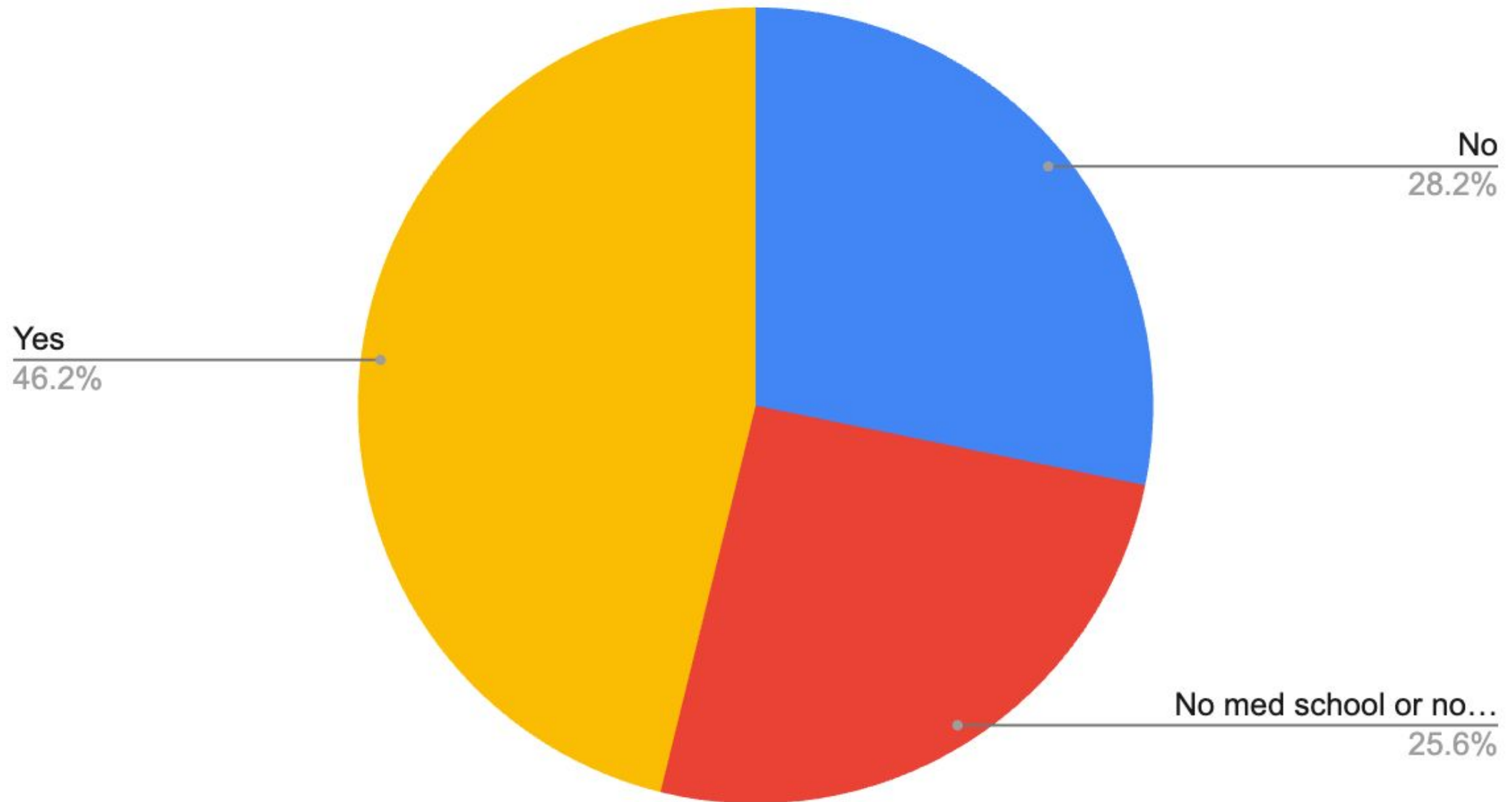
University-wide committee

Faculty committee advisory to Provost and President

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39 AAU/Public Flagships: University-wide committee for P&T

No committee
20.5%

U-wide committee
79.5%

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Is Med School part of U Committee?

No
28.2%

Yes
46.2%

No med school or no…
25.6%

Why should Stony Brook have a university-wide committee?

- A P&T process that has faculty input is more equitable and consistent.

  - Particularly when cases have mixed decisions at the department, PTC or Dean level

- This committee replaces evaluative work currently being done by VPs and thus is more representative and has more shared governance.

- This committee will develop a shared appreciation for the quality and diversity of work being done across campus.

How will the process of evaluation work?

❏ Committee would be asked to block off hours in their schedule from Jan 20-Feb 1 (to assess candidates for full from West Campus) and from April 15-April 25 (to assess candidates for associate professor from whole campus), and from May 20-May 30 (to assess candidates for full professor from East Campus)

  ❏ Provost and EVPSBM will submit the cases to the President within 10 days of last meeting

❏ In groups of three, members will be assigned a subset of the cases to review

  ❏ members may recuse themselves from assessing candidates from their home department.

❏ Cases where the small group agrees with prior levels of assessment will be forwarded directly to the Provost or EVPSBM with recommendation. Cases that do not have clear consensus within the small group will be brought to a larger meeting for discussion.

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What will the charge of the committee be?

- This faculty committee will be advisory to the the Provost/EVPSBM and the President and will not be expected to be representative of all disciplinary specialities.

- Each faculty member will review a set number of cases and be asked to categorize each case as either

  a) yes, approve tenure/promotion

  b) no, deny tenure/promotion

  c) unclear, further discussion warranted

- Assessment should be based on votes and letters at previous steps; metrics of impact, as relevant to the broad field or discipline; review of teaching and service record, particularly in relation to the discussion of those areas in the Chair's letter.

- Assessment should not be based on personal disagreements with the candidate, opinions on the nature or direction of the research, political perspectives on the discipline, department, or candidate.

How will the committee members be selected?

❏ Nominations will be sought from Deans and Senates.

❏ The Provost will select a representative committee of 12 from the nominations, ideally 50% from each.

❏ A quorum is met when there are 7 participating members with no fewer than 30% from Senates' and 30% from Deans' nominations.

Who will serve on this committee?

➔ Not by College/School/department

➔ Categorization based on individual's perspective/methodology

◆ One department, then could have people in two different categories

Who will serve on this committee?

Representation by disciplinary perspective

- ❏ Arts, humanities, social & behavioral sciences – 3

- ❏ Natural science/basic sciences/math – 3

- ❏ Applied sciences/engineering – 3

- ❏ Clinical science – 3

Other option:

Representation by college (based on faculty numbers)

- ❏ 5 from CAS (AH, SBS, NS)
- ❏ 3 from SoM (clinical & basic)
- ❏ 2 from CEAS (trad engineering & applied science)
- ❏ 1 from: CoB (.35), SocJ (.11), & Centers and inst. (.28) & SoMAS (.5)
- ❏ 1 from SHP (.06), SSW (.15), SoD (.19), & SoN

Informational slides that we probably won't have time to discuss

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AA Listening Tour

- December 15th at 12:30 in Endeavor 113 (south campus)

Active Learning

Engage students in learning:

- Through group work, discussions, projects, etc.
- It is evidence-based:
  - Students are 1.5 times more likely to fail courses that are traditional lecture format vs. those that incorporate active learning

(Scott Freeman et al. PNAS 2014;111:23:8410-8415)

How to learn more:

- Check out CELT page here
- Invite CELT and/or me to discuss at a faculty meeting
- Tour Javits 106 or Frey 119
- Connect interested faculty to connect with faculty who have redesigned their courses to take advantage of these best practices.

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Accessibility

- Resources available for faculty through CELT, such as:

  - Help with pdf remediation

  - Trained students

- Grackle and MathPix acquired by campus

Generative AI

- GenAI Learning and Teaching Advisory Council

  - "Statement of Values" to be published by Provost in January.

- CAA AI Champions Network (deadline passed)

- CELT initiatives, workshops, advice, etc.

- Many initiatives across campus, within Libraries, A&S Senate, DUE, AI3, Pop Up Course (running again in Spring), Inventory of courses and initiatives here, etc.