The members of the 2011-2012 committee were Ed Hagan, Daryle Brown, Michael Nolan, Emilio Collar, Richard Montague, Thomas Philbrick, Patrice Boily, Fernando Jimenez and George Kain (chair).

The committee invited all full-time AAUP faculty members to four information sessions for candidates for promotion and tenure:

- June 6 and August 23 (Westside)
- June 8 and August 25 (Midtown)

Forty-four (44) attended.

The committee invited all DEC members and department chairs to two information sessions:

- September 20 (Midtown)
- September 22 (Westside)

Eight (8) people attended. Given the low attendance, the committee agrees with the following statement from the last two consecutive year's UPTC report:

> The committee is concerned about the low turnout, as this is an opportunity for a conversation from which both the DEC members and the P & T members can benefit. The committee wishes to remind departments that the purpose of a DEC report is to evaluate the quality of a candidate’s performance in the relevant categories based on the available record. Some DEC reports did not meet this requirement, as they were merely descriptive of the candidates’ claimed activities. Such reports generally are not helpful.

In 2011-2012 there were

- 6 candidates for tenure (including 2 for early tenure)
- 11 candidates for promotion to Associate
- 2 candidates for promotion to Associate Librarian
- 1 candidate for promotion to Coach III
- 5 candidates for promotion to Professor
- 1 candidate for promotion to Coach IV

The committee recommended as follows:

**Tenure:**
- 6 recommended unanimously

**Associate:**
- 8 recommended unanimously
- 2 recommended
- 1 satisfactory but not sufficient progress

**Associate Librarian:**
- 2 recommended unanimously

**Coach III:**
- 1 recommended unanimously

**Professor:**
- 2 recommended unanimously
- 1 recommended
- 2 satisfactory but not sufficient progress

**Coach IV:**
- 1 recommended unanimously
The committee thanks the staff of our Human Resources Office, particularly Ms. Peggy Boyle, for their assistance.

For the committee, George F. Kain, chair

April 13, 2012