

Lander University Committee Assignments

Monday, November 17, 2025

Tenure and Promotion Committee (2025-2026)

Appointed By: Election per Faculty Handbook

Reports To President

Membership

The University Tenure and Promotion Committee shall consist of tenured faculty members who are not deans or department chairs and who will not apply for promotion or serve on the Faculty Senate during their term of office. The committee will have one member from each college. In addition to the tenured members of the committee, there will be one non-tenure-track faculty member who will serve in an at-large capacity. The non-tenure-track member will only serve and have a vote when the committee is reviewing the applications of non-tenure-track candidates. In these promotion cases, the tenured at-large representative on the committee will not serve nor have a vote on this committee. Committee members shall serve three-year, non-consecutive staggered terms. The chair of the committee will be elected from among its members at its first meeting of the year.

Function

The primary role of the University Tenure and Promotion Committee is to evaluate the extent to which all university criteria for tenure and promotion have been met and to ensure that due process has been followed at all stages of the review process for tenure-track and tenured faculty. The committee is a non-policy-making committee that will apply the procedures and policies of the Faculty Handbook in making tenure and promotion recommendations to the president of the university.

Election Process

The University Tenure and Promotion Committee election process shall be completed before the spring nomination and election of Faculty Senators. By March 1 the dean from each college/school that needs to elect a representative to the University Tenure and Promotion Committee is responsible for providing the Elections Committee Chair an accurate list of eligible nominees who are willing to serve on the Committee. Eligible nominees consist of tenured faculty members who are not deans or department chairs and who will not apply for promotion or serve on the Faculty Senate during their term of office. The Elections Committee Chair will contact each faculty member on this list to see if they are willing to serve on the Tenure and Promotion Committee. The Elections Committee will then conduct an online election (e.g. on Blackboard) among the remaining nominees. All full time tenured and tenure-track faculty in the respective College/School are eligible to vote in the election. The candidate who receives the majority of votes cast will then serve a three-year term on the Committee. If there is no faculty member in a particular college/school who is willing to serve, an atlarge member will be elected from the faculty as a whole. The deans of each college/school will provide the Elections Committee Chair a list of all faculty members who are eligible to serve as an at-large member. The Elections Committee Chair will contact the faculty on this list to see if they are willing to serve. The Elections Committee will then conduct an online election (e.g. on Blackboard) among the remaining nominees. All full time tenured and tenure-track Lander faculty are eligible to vote in the at-large election. The candidate who receives the majority of votes cast will serve a one-year term on the committee. This member may be re-elected for a maximum of three consecutive one-year terms. If a college/school representative on the University Tenure and Promotion Committee cannot serve their entire three-year term, the Elections Committee will use the protocol above to conduct an emergency ad hoc election to replace them. Regarding the election of the at-large non-tenure-track committee member, by March 1, the dean from each college/school and the director of library services is responsible for providing the Elections Committee Chair an accurate list of eligible nominees who are willing to serve on the committee. Eligible nominees shall consist of full-time faculty serving in the following positions: senior lecturer, senior instructor, clinical associate professor, clinical professor, associate librarian or librarian, and who will not apply for promotion or serve on the Faculty Senate during their term of office. The Elections Committee Chair will contact each faculty member on this list to see if they are willing to serve on the Tenure and Promotion Committee. The Elections Committee will then conduct an online election (e.g. on Blackboard) among the remaining nominees. All full time, non-tenure-track faculty in the University are eligible to vote in the election. The candidate who receives the majority of votes cast will then serve a three-year term on the Committee. If the non-tenured representative on the Tenure and Promotion Committee cannot serve their entire three-year term, the Elections Committee will use the protocol above to conduct an emergency ad hoc election to replace them.

Source - Faculty Handbook Revision 7-2025

Source: Faculty Handbook

Member	Title / Role	Term of Service
Frank Rausch (Chair)	Professor of History / At-Large	Spring 2028
Lisa Brodhacker	Science & Math rep	Spring 2026
Ashley Pitts	Nursing, HPHS Rep	Spring 2026
Carrie Lucas	Non-Tenure-Track Representative	Spring 2027
Matthew Peters	Business & Technology rep	Spring 2027
Rachel Scheira	COE Representative	Spring 2028