

**From:** Abraham Pizam  
**To:** Hickey, Terry  
**Date:** 12/10/2003 11:35 AM  
**Subject:** Senate Resolution 2003-2004-3

Terry,

Here is my feedback on the above resolution:

The proposed change in the Promotion and Tenure Committee Composition would have a major negative impact on our school. Because we have grown rapidly in the last three years, the composition of our faculty is such that we are bottom-heavy. We have a total of five full professors of which two are administrators (LeBruto and myself), one is on a non-tenure track (Fisher) and one is half-time position (Juge). That leaves us with only one person (Milman) to serve on such committees. Thus as you can see, if the new resolution is adopted we will not be able to man the P&T committees.

Therefore I would recommend one of two options: (1) You do not accept the resolution because not all units are at that stage of maturity indicated in the preamble of the resolution, or (2) Add a caveat to the resolution allowing those units that do not have a sufficient number of full-professors to continue with their present policy until such time that they have enough full professors.

Thanks.

Abe

