

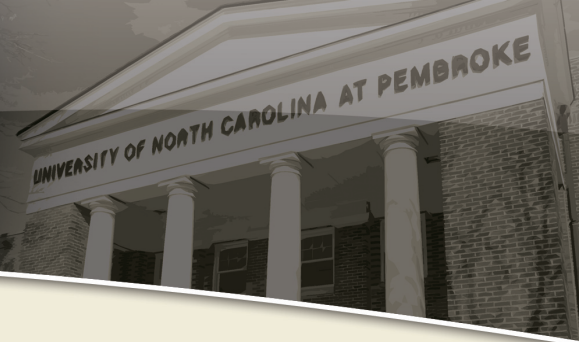
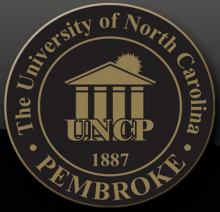
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# **Promotion and Tenure Review Committee**

**Overview of Assignment, Review Process, and  
Recommendations**

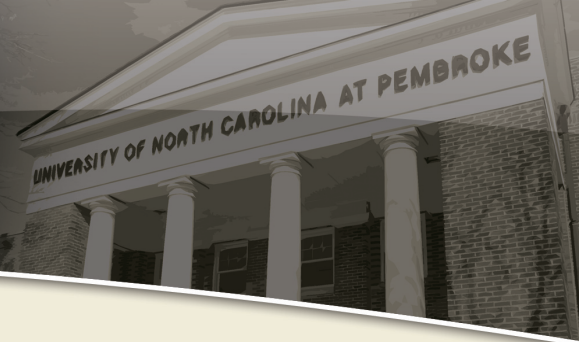
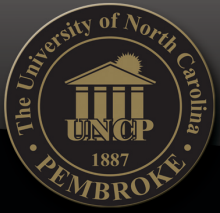
**February 13, 2014**



## **Periodic Review of Tenure Policy**

### **UNC Code Section 602:**

“The chancellor shall review the constituent institution’s tenure policies periodically, but at least every five years, and shall report to the president whether or not amendments or revisions are appropriate. The chancellor shall involve the faculty in this review.”



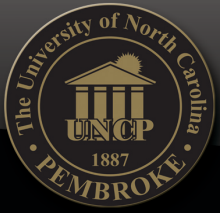
## **Chancellor Carter's Memo of May 2012**

- Addressed to Provost and Faculty Senate Chair
- Directed creation of 7 member task force; 2 ex officio and 5 faculty appointed from across university
- University Counsel as non-voting consultant
- Compare promotion and tenure policies to other UNC institutions
- Identified areas of concern



## Areas of Concern

- PT standards and expectations often unclear
- Lack of clarity regarding terminal degree requirements
- Differences between Peer Evaluation Committees within departments
- Mentoring role of chairs and deans not clearly articulated
- Promotion and Tenure Committee too small; lack of adequate representation and no role for provost
- No mechanism to express disciplinary expectations

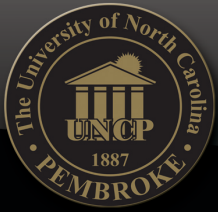


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**“The ultimate goal will be to clarify policy and procedures to assure consistent and fair promotion and tenure decisions to benefit faculty.”**

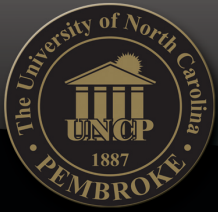
Chancellor Carter’s Memo  
May 9, 2012



## **2012-13 PTRC Membership**

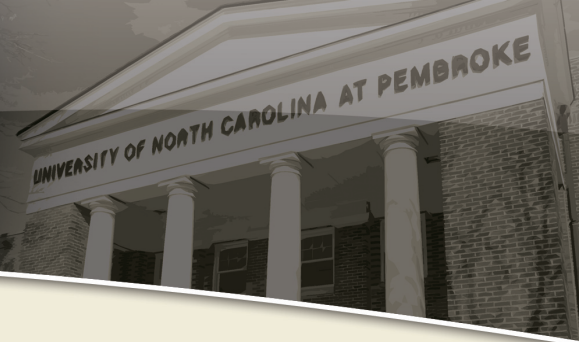
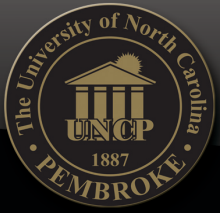
- Dr. Ken Kitts, co-chair (ex-officio as Provost)
- Dr. Susan Cannata, co-chair (ex-officio as Faculty Senate Chair)
- Dr. Elizabeth Denny, appointed
- Dr. Tom Dooling, appointed
- Dr. Charles Beem, appointed
- Dr. Richard Gay, appointed
- Dr. Marisa Scott, appointed
- *Mr. Joshua Malcolm, counsel (non-voting)*





## **2012-13 PTRC Accomplishments**

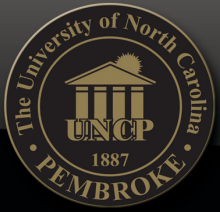
- Met five times, October to May
- Comparative Review of Promotion and Tenure Policies at UNC Institutions
- Construction and administration of survey to UNCP faculty regarding promotion and tenure process
- Significant discussion of possible changes to promotion and tenure process plus pros and cons
- Presentation of status report to Chancellor Carter in May 2013



## **2013-14 PTRC Membership**

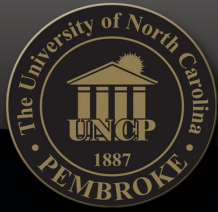
- Dr. Ken Kitts, co-chair (ex-officio as Provost)
- Dr. Judy Curtis, co-chair (ex-officio as Faculty Senate Chair)
- Dr. Sherry Edwards, appointed
- Dr. Paul Flowers, appointed
- Dr. Charles Beem, appointed
- Dr. Richard Gay, appointed
- Dr. Marisa Scott, appointed
- *Mr. Joshua Malcolm, counsel (non-voting)*





## **2013-14 PTRC Accomplishments**

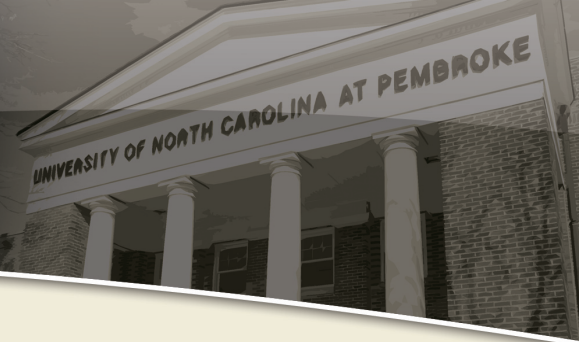
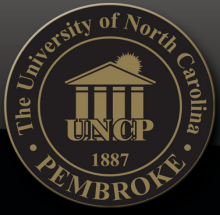
- Met eight times, September to January
- Achieved consensus on policy recommendations
- Mark-up of current policy documents to show proposed changes
- Presentation of report to Chancellor Carter in January 2014
- Transmittal to Senate in keeping with schedule requested by Chancellor



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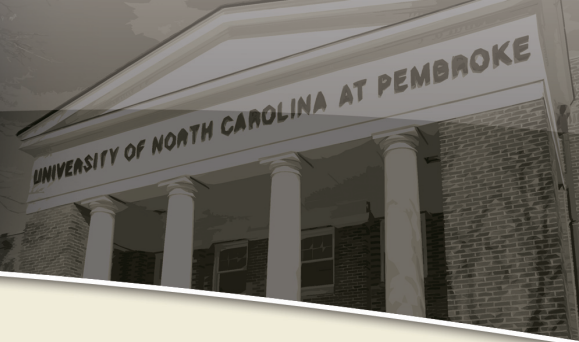
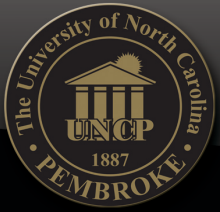


# **Key Recommendations from PTRC**



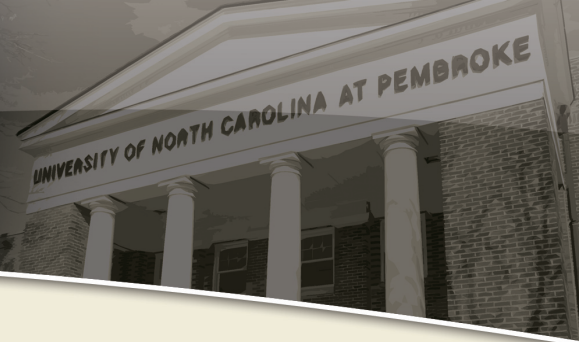
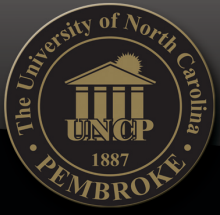
## **Recommendation**

- Departments should create and adopt disciplinary statements to clarify expectations, educate reviewers from outside department on unique attributes of disciplinary work, and address degree requirements for promotion and tenure
- Transmittal includes template form
- Creation of statements as bottom-up process with approval by dean and provost to ensure consistency
- Allows multi-disciplinary departments to decide whether separate statements are needed



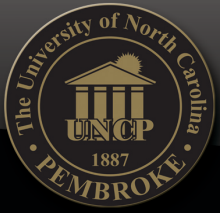
## **Recommendation**

- For promotion and tenure, replace Peer Evaluation Committee with Departmental Evaluation Committee (DEC)
- Recommendation would not affect other PECs used for post-tenure review and renewal
- DEC would include all tenured members of department except the chair (retain independence) and candidate under review
- Same DEC would evaluate all promotion and tenure candidates within department



## Recommendation

- Expand Promotion and Tenure Committee from 5 to 12 members
  - 7 elected (5 from academic divisions and 2 at large)
  - 5 appointed by provost to ensure balance across disciplines
- Provost sits on committee as non-voting member to ensure consistency over time, adherence to policy, and to gain insight on individual cases



## Next Steps

- Review by Faculty Senate
- Final Action by Chancellor
- Submission to UNC General Administration