

**Minutes FERS  
2010.10.05**

**Members Present:**

Wendy Miller, Frankie Denise Powell, David Dran, MJ Braun, Elizabeth Denny, Aaron Vandermeer

Margaret "Peg" Trueman, guest

**Called to order 3:32pm**

**Minutes and agenda approved**

**Announcements and reports from FIAC:**

Furlough policy goes to senate tomorrow, to be used next year. The question is whether furlough will be used as a budgetary tool and only as a last resort.

Bill Gash will investigate to make sure accurate information is given for promotion and tenure procedures.

The issue of non-tenure track faculty will not be a consideration of FERS at this time but has been referred to FIAC.

**The issue of advisement:**

The issue was again discussed with suggested clarifications and justification. The motion was made and carried unanimously to take out section 6.7.A on office hours so as not to hinder the process and move the changes forward.

**Issue of promotion and tenure at other universities:**

The question was whether more specificity would be desirable or useful to consider, and whether peer institutions have more specificity than UNCP

A review of peer institutions was discussed in terms of specificity of elements to consider in promotion and tenure. Among the institutions were Alabama state, Chapel Hill, Winston-Salem state, Stanislaus, Moorehead, Minnesota state. The weighting and scaling of elements was not found. Sometimes, as in case of Winston Salem, Moorhead, Minnesota State, each department was charged to establish criteria under each element for promotion tenure. It was decided that the issue of more specificity in tenure and promotion requirements, especially in terms of weighting and rating of elements, was not viable for the committee's work at present.

**Clarification of faculty handbook 5.3-c.3:**

Clarification of the Faculty Handbook 5.3.-c.3 item 6 re: a letter of support from chair for early tenure/promotion:

The committee considered a clarification of the requirement that there be a letter from the chair documenting time at rank for previous work, the minimum time requirements including two years at UNCP , at least four years of full time experience at rank, essentially 1 and 5 of this section only. It was argued that later in the process the chair shall deliver a more inclusive evaluation later in the process. A correction to change “and” to “an” in number 3 was also considered.

The clarifications were carried unanimously by the committee.

**New Business:**

Student evaluation of online instruction is to be reviewed and clarified for next time, in context of technological issues that may affect evaluation of faculty. The discussion will also include the model submitted by Kathleen Hilton. The committee will consider whether there exists one or two models of such evaluation and whether clarification would be in order.

**Meeting adjourned**

4:45 pm

Respectfully submitted,

David Dran, secretary in rotation