MINUTES OF THE MEETING OF
THE UNIVERSITY OF NORTH CAROLINA AT PEMBROKE (UNCP)
PROMOTION AND TENURE TASK FORCE
Wednesday, January 23, 2013, 11:15 a.m.

PRESENT
Dr. Charles Beem, Associate Professor, History
Dr. Susan Cannata, Professor, English/Faculty Senate Chair, Co-Chair
Dr. Elizabeth Denny, Professor, Psychology
Dr. Thomas Dooling, Professor, Chemistry and Physics
Dr. Richard Gay, Associate Professor, Art
Dr. Kenneth Kitts, Provost and Vice Chancellor for Academic Affairs, Co-Chair

ABSENT
Mr. Joshua Malcolm, University Attorney
Dr. Marisa Scott, Assistant Professor, Educational Specialties

STAFF
Christel Parker, Executive Assistant, Engaged Outreach, Recorder

1. CALL TO ORDER
   • Co-chair Kitts called the meeting to order at 11:18 a.m.

2. REVIEW AND APPROVAL OF MINUTES
   • Amendments to the language of previous minutes from November 28 meeting.

3. ANNOUNCEMENTS
   • None

4. OLD BUSINESS
   • None

5. NEW BUSINESS
   • Points discussed with no action taken….
     o Model reviewed from sister institutions.
     o Defining superior performance in teaching, scholarships, and service based on models.
     o Peer review and the value of quality versus quantity.
     o Inconsistency across the university regarding composition of and actions taken by Peer Evaluation Committee (PEC).
     o Nothing in the Handbook language states that a hierarchy of evaluation criteria exists for service.
     o That the current system is problematic due to vague criteria.
     o Concern for the status of teaching positions when faculty members’ contracts are not renewed.
     o Potential for lack of critical evaluation by chairs and PEC.
     o If departments should be given Promotion and Tenure guidelines and granted decision making abilities; creating adequate departmental representation.
     o If a change or new model is proposed, how radical should it be?
     o The amount of work involved in evaluating faculty portfolios.
If new candidates do not have a terminal degree in their discipline, who makes a decision whether to appoint them as UNCP faculty.

Clearing all ambiguity regarding terminal degrees by requiring all parties sign off and memorialize. Once decision is memorialized all future parties must respect the decision.

What, if any, connections exist between eligibility for tenure and eligibility for promotion.

Possibility of long-term contracts for senior lecturers.

In an effort to abolish misconceptions among faculty members the Peer Evaluation Committee (PEC) must make them aware of any and all changes, as well as eliciting feedback.

The survey format provided to tenure track faculty, and further reducing skewed data.

6. NEXT STEPS
   • Identify design and questions for survey.
   • Example – PEC Questions – PTC Questions – Terminal Degree
     o Background Concerns – (Refer to Chancellor Carter’s Memo)
     o Options
     o Comments
   • Purpose of the next meeting is to review the survey before submission to the faculty.
   • Group questions are due to Dr. Cannata – January 30.
   • Faculty Feedback – Friday, March 1.
   • The next P&T Task Force meeting is scheduled for Wednesday, March 6, 2013 at 11:15 a.m. in Lumbee Hall Room 436.

7. ADJOURNMENT
   • Meeting was adjourned at 1:33 p.m.

Respectfully submitted,

Christel Parker
Recording Secretary