MINUTES OF THE MEETING OF
THE UNIVERSITY OF NORTH CAROLINA AT PEMBROKE (UNCP)
PROMOTION AND TENURE TASK FORCE
Wednesday, November 28, 2012, 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
Mr. Joshua Malcolm, University Attorney
Dr. Marisa Scott, Assistant Professor, Educational Specialties

STAFF
Alicia Jiles, Administrative Support Associate, Academic Affairs, Recorder

1. CALL TO ORDER
   • Co-chair Kitts called the meeting to order at 11:26 a.m.

2. REVIEW AND APPROVAL OF MINUTES
   • Amendments to previous minutes approved.

3. ANNOUNCEMENTS
   • Respondents to the Collaborative Academic Careers for Higher Education (COACHE) survey expressed concern about the lack of clarity in criteria regarding the promotion and tenure process.

4. OLD BUSINESS
   • Recapped six items from chancellor’s memo.
   • Looked at and discussed the UNCP flow chart for the promotion and tenure process.

5. NEW BUSINESS
   • Task force discussed…
     o The role of the Faculty Handbook in guiding the Promotion and Tenure Committee (PTC).
     o The roles of the Peer Evaluation Committee (PEC) and the department chair report in the final analysis of the P&T process.
     o The inconsistencies in faculty evaluations based on PTC membership.
     o The size of faculty portfolios.
     o Confidentiality issues involved in the evaluation of faculty, and what degree of privacy faculty can expect when being evaluated.
• The level of assistance and advisement the deans and provost can utilize when reviewing portfolios.
• If there should be written notification informing faculty of any consultations or assistance the provost and deans seek during the review process; and if there should be restrictions on who should have access to faculty portfolios.
• The amount of weight the PTC gives to scholarship involving students.
• The sources of misinformation about scholarship and service expectations of faculty.
• The influence of the Teaching and Learning Center (TLC) on faculty’s beliefs about promotion and tenure.
• Whether teaching or scholarship is considered to be the most valued area by faculty.
• The conflict between quality and quantity concerning faculty scholarship and published works.
• Finding ways to catch plagiarism and recycled research practices of faculty during the promotion and tenure evaluation.
• The possible creation of college-level P&T committees.
• Requesting department-level disciplinary statements to help determine what each department determines to be the acceptable standard for scholarship, service, and teaching within their field.

6. ACTION
• Come up with variations to the UNCP P&T flow chart.
• Work on Phase One Tasks to be presented at next meeting:
  o Team A (M. Scott; R. Gay) will draft provision on disciplinary statements.
  o Team B (E. Denny; C. Beem) will draft statement on composition of initial review committee.
  o Team C (T. Dooling; S. Cannata) will draft statement on composition and placement of final review committee.
  o Team D (K. Kitts) will review current language dealing with terminal degree requirements for promotion and tenure and draft any statement necessary to clarify or improve policy.
• The next P&T Task Force meeting is scheduled for Wednesday, January 23, 2013 at 11:15 a.m. in Lumbee Hall Room 436.

7. ADJOURNMENT
• Meeting was adjourned at 1:34 p.m.

Respectfully submitted,

Alicia Jiles
Recording Secretary