

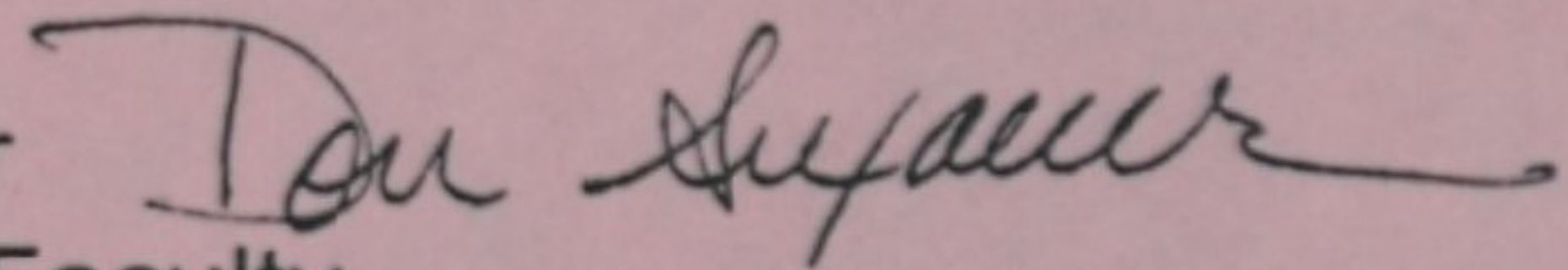


MEMORANDUM

Faculty Senate
140 Rawl Annex

919-328-6537
919-328-6122 Fax
FSLEE@ECUVM1

TO: Faculty Senators and Alternates

FROM: Don Sexauer 
Chair of the Faculty

DATE: 7 February 1997

SUBJECT: Post-Tenure Review

Attached is a copy of the latest draft of the report from the University of North Carolina Committee to Study Post-Tenure Review. Vice Chancellor Richard Ringeisen will address this committee's recommendations at the 18 February 1997, Faculty Senate meeting. Please keep in mind that these recommendations are a compilation of all recommendations forwarded to the Committee from the sixteen UNC campuses. Last Fall, the Faculty Senate endorsed a list of features of a review of performance of permanently tenured faculty (**Resolution #96-36**), which have been compiled in these recommendations. Please refer to the Faculty Senate minutes of 15 October 1996, and 5 November 1996, via the Faculty Senate web page, or by calling the Faculty Senate office, at ext. 6537, for review of the discussion concerning this matter.

As you review this information, you will note that a 24 February 1997, deadline is given to receive all comments from each campus. I am writing to request that you review this information, discuss the proposed recommendations with faculty in your unit, and bring any written comments and concerns to the Faculty Senate meeting on 18 February 1997. Following that meeting, I will compile a list of concerns and respond to General Administration.

Your attention to this report and distribution of this information to all faculty within your unit is appreciated.

Thank you!

lal
attachment



The University of North Carolina

GENERAL ADMINISTRATION

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East Carolina
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North Carolina
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Technical State
University

North Carolina
Central University

North Carolina
School of
the Arts

North Carolina
State University
at Raleigh

Pembroke State
University

University of
North Carolina
at Asheville

University of
North Carolina
at Chapel Hill

University of
North Carolina
at Charlotte

University of
North Carolina
at Greensboro

University of
North Carolina
at Wilmington

Western Carolina
University

Winston-Salem
State University

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MEMORANDUM

TO: Chairs, Faculty Senates

FROM: Roy Carroll *RC*

DATE: February 3, 1997

SUBJECT: Report of the University of North Carolina
Committee to Study Post-tenure Review

Attached you will find the latest draft of the report of the University of North Carolina Committee to Study Post-tenure Review. Please see that it gets the widest distribution possible on your campus.

The report will also be made available as soon as possible on the General Administration web page. It can be accessed at <http://www2.ga.unc.edu/post-tenure/>.

Committee members have worked hard to prepare this draft in a timely fashion so that it can be distributed prior to submission to President Spangler. The committee invites comments on the report. However, in order to keep to the established schedule for completing its work, it will be necessary to receive all comments no later than February 24, 1997. Please send them in writing (hard copy) to Dr. Judith Stillion.

cc. Chancellors
Chief Academic Officers

Attachment

**POST-TENURE REVIEW
IN THE UNIVERSITY OF NORTH CAROLINA**

DRAFT

**A REPORT OF THE UNIVERSITY OF NORTH CAROLINA COMMITTEE
TO STUDY POST-TENURE REVIEW**

February 3, 1997

Members:

Dr. Clinton Parker, ASU
Dr. Richard Ringeisen, ECU
Dr. Glenda Griffin, ECSU
Dr. Marye Jeffries, FSU
Dr. Charles Williams, NCA&T
Dr. Ruth Kennedy, NCCU
Dr. C. Frank Abrams, NCSU
Dr. Shirley Browing, UNCA
Dr. Schley R. Lyons, UNCC

Dr. Stirling Haig, UNC-CH
Dr. Helen Shaw, UNCG
Dr. Mary Boyles, UNCP
Dr. Melton McLaurin, UNCW
Dr. Fred Hinson, WCU
Dr. Carolyn Berry, WSSU
Dr. Peter Petschauer, Faculty Assembly
Dr. Ken Chambers, Faculty Assembly
Dr. Judith Stillion, UNC General Administration

*Source
+ moved a
vote
Ad. confidence
in report*
~~to go to Pres. Spangler~~
Executive Summary

In response to President Spangler's call for a study of review of tenured faculty members, a committee representing constituent institutions was appointed in August, 1996. Committee members met over a six month period and conversed by phone and e-mail between meetings. Members also read widely, studying the subject from a national as well as local perspective. To gain broader perspective on the subject, several committee members attended sessions on post-tenure review at a national conference. In addition, the committee reviewed information supplied by the constituent institutions and consulted with a national authority on the subject, Dr. Christine Licata. The committee made the following recommendations:

1. That a system of post-tenure review be developed in the University of North Carolina incorporating the following principles:

A. The purpose of the review shall be to ~~enhance and improve performance of~~ *support + encourage excellence among faculty...* tenured faculty by:

- 1) recognizing and rewarding exemplary faculty performance,
- 2) providing for a clear plan and timetable for improvement of performance of faculty found deficient, and
- 3) for those whose performance remains deficient, providing for the imposition of serious sanctions, which may include a recommendation for dismissal.

B. The system of review will encompass and acknowledge the importance and significance of annual performance review while providing for comprehensive, periodic, cumulative review of the performance of all faculty whose primary professional responsibilities are teaching, research, and/or service.

C. The review procedures must provide for the evaluation of all aspects of professional performance of faculty over an appropriate period of time relative to the mission of the institution, college, department and program, but cumulative reviews shall in no case occur less frequently than every five years. Reviews for purposes of tenure and promotion will be considered comprehensive, cumulative reviews.

D. There must be peer involvement in the review.

E. The review process must include written feedback to the faculty member being reviewed as well as a mechanism for faculty response to the evaluation.

F. Institutional policies for post-tenure review must not abrogate, in any way, the due process criteria or procedures for dismissal or other disciplinary action established in The Code of the University.

G. While constituent institutions may wish to consider individual development or career plans for all faculty as a part of the review system, each performance review system must require such a plan for those faculty receiving less than satisfactory ratings in the cumulative review. These individual development or career plans must include specific steps designed to lead to improvement, a specified time line in which improvement is expected to occur, and a clear statement of consequences should improvement not occur within the designated time line.

H. In proposing its policies, each constituent institution must consider the resources necessary to support and facilitate a meaningful review system.

2. That within the broad principles approved by the Board of Governors, each constituent institution will develop policies and procedures for review that will reflect the mission of the institution. Developing a system of post-tenure review will require re-examination of the effectiveness of current faculty personnel policies as well as planning and program review policies.

3. That institutions will have one year following the release of guidelines by General Administration to develop their policies and procedures.

4. That the policies and procedures developed by each constituent institution will be approved by the Board of Governors and included in appropriate documents of the constituent institutions.

* Note: The North Carolina School of the Arts is exempted from these recommendations because its faculty are not tenured.