

Faculty Senate Meeting

April 15, 2014

Report on April 4, 2014 UNC Faculty Assembly meeting

### Resolution on the Proposed Revisions to Post Tenure Review

**Whereas**, The UNC General Administration has requested feedback on the proposed changes to Post-Tenure Review generated by the Board of Governors' Post-Tenure Review (PTR) Working Group; and

**Whereas**, The Faculty of East Carolina University supports and fully participates in the rigorous selection, mentoring, and internal and external review processes required to achieve tenure and promotion; and

**Whereas**, The East Carolina University faculty and administration have implemented annual reviews of performance tied to merit salary increases (when available) and that include goal setting discussions; and

**Whereas**, The utilization of three categories of evaluation suggests that tenured faculty are not expected to meet high standards as a routine matter and, in addition, having a category of exemplary (or exceeds expectations) is redundant with existing annual evaluations; and

**Whereas**, Evaluative review by Deans is unlikely to find substantive differences with the review by the Chairs while adding significant administrative overhead; and

**Whereas**, Five Year plans will add little additional value to the annual goal setting process and may provide barriers to the flexibility needed by faculty to pursue the highest reward scholarship;

**Therefore, Be It Resolved That** The Faculty of East Carolina University support the resolution passed by the UNC Faculty Assembly (see reverse side) that recommends "the Board of Governors adopt a PTR plan that recognizes the rigor of the existing annual evaluation and promotion and tenure processes, that utilizes a two-category evaluation scale, and that avoids the redundancy of Dean-level reviews and five-year plans."