

2014/2015 FACULTY GOVERNANCE COMMITTEE:

FINAL

MINUTES OF MEETING DATE: 012815

REGULAR MEMBERS (X IN ATTENDANCE):

Nelson Cooper O, Eleanor Cook X, Kylie Dotson-Blake X, Derek Maher, X, Marianne Montgomery X, Andrew Morehead X, Catherine Rigsby X, John Stiller X

EX-OFFICIO MEMBERS (X IN ATTENDANCE):

Doriann Dennison, Chancellor's Rep X, Ron Mitchelson, Provost / VCAA O, Phyllis Horns, VCHS X, Mike Van Scott, Assoc VCRGS X, Qin Ding, Rep of the Chair of the Faculty X, Mary Gilliland, Fac Sen Rep O

OTHERS IN ATTENDANCE: Linda Ingalls, Donna Payne, Lori Lee

PERSON PRESIDING: Rigsby

ACTIONS OF MEETING

I. Meeting called to order: 3:03pm

II. Approval of minutes of 12/21/14 – unanimous

III. Part IX, Section II

II.A. End first sentence with “during ~~the review period~~ the preceding five years.”

A faculty member granted permanent tenure shall be reviewed within five years of the granting of tenure.

A faculty member granted promotion and/or permanent tenure shall be reviewed within five years of that decision ~~the granting of tenure.~~

After returning to full-time teaching/research responsibilities, administrators shall be evaluated in the first review period following the return and at all following five-year intervals.

New final sentence: In any case, where the review period is shorter than five years, expectations shall be adjusted accordingly.

Capitalize Tenure Committee throughout document.

Each academic unit's tenure committee shall decide whether all of its tenured faculty will be reviewed in the same year (block plan) or whether its tenured faculty will be reviewed according to a serial plan.

II.B.

For the cumulative review of performance for the ~~five-year~~ review period, the unit's Tenure Committee shall follow ~~review~~ its standards of “meets,” “exceeds,” or “does not meet” expectations ~~as necessary~~ as described in the unit code. Immediate after each review period, the tenure committee shall review and revise the performance standards as necessary.

the primacy of ~~teaching/advising~~ instruction

These standards ~~should~~ must be consistent

These standards should be consistent with mission of the institution, college, and program and with the changing goals of both the unit and the university, while also considering varying expectations at the time of the granting of permanent tenure for individual faculty members ~~and~~. These standards should address the faculty member's teaching, research, service and other duties, including contributions to the departmental, college/school, and university goals, contributions to the academic programs in which the faculty member teaches and any other professional activities bearing on the faculty member's performance of his or her duties during the period under review.

Strike entire second paragraph under II.B.

II.C.

probationary-term voting faculty of the unit

II.D.

and consistent with the faculty member's 5-year plan (following the sample in Section III or an alternate 5-year plan approved in the unit code)

For permanently tenured full-time faculty members who have received University approved leaves of absence, the expectations for the review period shall be adjusted accordingly. shall not have such leave time counted as part of the performance review period.

New final sentence of first paragraph: Permanently tenured faculty members on leave at the time of the scheduled review shall be reviewed upon their return.

For each faculty member, the Performance Review Committee shall either agree or disagree with the findings evaluation of the unit administrator.

Strike "below" in all parentheses

~~wishes to provide~~ to the review committee in support of his/her professional performance over the review period, shall be forwarded to the Performance Review Committee. ~~Any additional supporting material provided by the faculty member to the Performance Review Committee~~ All review materials

The response ~~letter~~ will also be shared at the next highest administrative level.

including any faculty member's response to those reports

Immediately after the completion of each level of administrative review, the administrator's recommendation shall be communicated to all appropriate lower-level administrators, the candidate, and the unit's Performance Review Committee ~~of the unit which made the initial recommendation.~~

~~In the event that the vice chancellor is considering a recommendation that is contrary to the vote of the appropriate unit committee, the vice chancellor shall meet with the committee to discuss the potential non concurrence. If the vice chancellor decides to concur with a recommendation that is contrary to that of the committee she/he shall give the faculty member being reviewed a simple, written statement of the basis for the non-concurrent decision. This review decision is final.~~ At the discretion of the faculty member, the final report ~~except as it may be reviewed~~ appealed in accordance with the provisions of the grievance procedure of Part XII, Section I, as appropriate.

A copy of the final ~~decision~~ review shall be placed in the faculty member's personnel file ~~and provided to both the Performance Review Committee and the unit administrator.~~

Change "decision" to "review" throughout document.

A faculty member's response ~~to a negative review~~ will also be shared at the next highest administrative level.

II.E.

The ~~first priority of the~~ revised UNC Guidelines on Performance Review of Tenured Faculty ~~is~~ require that faculty A faculty member deemed to have exceeded expectations ~~whose review reflects exemplary performance~~ may be recognized in ways including

~~Additional support for this form of recognition may be provided by the department, school, college or division.~~

II.F.

Make last sentence match grievance language in D,

II.G.

member whose performance ~~review reflects performance that~~ does not meet expectations shall negotiate

Change "academic term" to "academic year" throughout document.

Insert new: (d) the development plan shall specify resources necessary to support the plan.

Reletter subsequent list items

(e) schedule and require written records of progress meetings between the faculty member, the unit administrator and ~~the chair of~~ the Performance Review Committee at regular intervals no less frequently than twice each academic term;

The faculty member's development progress shall be reviewed in a meeting that occurs at least twice each academic year ~~term~~ by with the Performance Review Committee and the unit administrator. The unit administrator shall provide a written evaluation of progress to the faculty member and the Performance Review Committee. If the unit administrator, the Performance Review Committee, and the faculty member cannot agree on the faculty member's progress, the next higher administrator shall meet with all parties and make a final determination.

II.H.

If the unit administrator and performance review committee find that the faculty member's cumulative performance level ~~is satisfactory within the designated period of time~~ meets or exceeds expectations within the specified timeline

Replace second sentence of first paragraph: In this case, the faculty member will return to the regular schedule of post-tenure reviews.

If the faculty member's cumulative performance level remains ~~deficient~~ below expectations after the ~~designated period~~ specified timeline

II.I.

Fix typos.

All parties involved in the Performance Review of Tenured Faculty evaluations, including ~~peer evaluators~~ members of the Performance Review committee, department chairs, unit administrators, and deans shall complete performance review training.

Clean up form on last page.

Next time: 5-year plan, uses model from NC State; review Part II final draft quickly.

Meeting adjourned: 5:25pm

Respectfully submitted,

Marianne Montgomery