EAST CAROLINA UNIVERSITY
FACULTY MANUAL

PART X

Personnel Action Dossier and
Tenure and Promotion Schedule
PART X

PERSONNEL ACTION DOSSIER AND TENURE AND PROMOTION SCHEDULE

SECTIONS

I. Personnel Action Dossier

II. Tenure and Promotion Schedule

(Text moved from former Part XII and former Part XIII)
PART X - PERSONNEL ACTION DOSSIER AND TENURE AND PROMOTION SCHEDULE

SECTION I

Personnel Action Dossier (PAD)
(Text moved from former Part XII)

I. Personnel Action Dossier (PAD)

Link to Guidelines for Preparing a Cumulative Evaluation.

The Personnel Action Dossier (PAD) is a collection of documents and lists of accomplishments in summary form that provides a record of the accomplishments of a faculty member seeking reappointment, promotion, or tenure. A PAD is compiled in a manner described in Part IX of the East Carolina University Faculty Manual each time a personnel action for reappointment, promotion, or tenure takes place. Each PAD becomes part of the faculty member’s permanent personnel file and is not returned to the faculty member.

In the review process, attention is paid both to productivity since the date of hire, tenure or last promotion (whichever is more recent) and accomplishments over one’s entire career. Within the PAD the candidate should supply dates for all listed activities and accomplishments, making it possible for reviewers to identify clearly the chronology of accomplishments related to the time of hire, tenure or last promotion (whichever is more recent).

The Personnel Action Dossier shall include the following items:

A. A properly executed ECU Cumulative Report for Reappointment, Promotion and Tenure (see Attachment 1) is required for these personnel actions. It is the responsibility of the faculty member to have prima facie evidence of all activity listed in this report available for inspection, if requested, by reviewers at any level of the personnel action process.

Actions involving tenure and promotion also require a properly executed ECU Personnel Action Summary Form (see Attachment 2).

B. Recommendations
(Note: The documents listed here will be added by the appropriate official as the Personnel Action progresses.)

1. For reappointment:
   a. Unit Tenure Committee’s recommendation, signature of the chair of the unit Personnel Committee, and date
   b. Unit administrator’s recommendation, signature, and date
   c. Dean’s recommendation, signature, and date
   d. Provost/Vice Chancellor’s recommendation, signature, date

2. For tenure:
   a. One cumulative evaluation in narrative form of the candidate’s teaching, research, service, and any other relevant duties, prepared by the unit Tenure Committee. A draft of this cumulative evaluation, to be completed after the candidate turns in the PAD,
should be available for discussion by the entire Tenure committee before the vote.  
(Faculty Senate Resolution #08-27, May 2008)

b. A cumulative evaluation in narrative form of the candidate’s teaching, research, service, 
and any other relevant duties, prepared by the unit administrator.

c. Unit Tenure Committee’s recommendation, signature of the chair of the unit Personnel 
Committee, and date

d. Unit administrator’s recommendation, signature, and date

e. Dean’s recommendation, signature, and date

f. Provost/Vice Chancellor’s recommendation, signature, date

3. For promotion:

a. One cumulative evaluation in narrative form of the candidate’s teaching, research, 
service, and any other relevant duties, prepared by the unit Promotion Committee. A 
draft of this cumulative evaluation, to be completed after the candidate turns in the PAD, 
should be available for discussion by the entire Promotion committee before the vote. 
(Faculty Senate Resolution #08-27, May 2008)

b. A cumulative evaluation in narrative form of the candidate’s teaching, research, service, 
and any other relevant duties, prepared by the unit administrator.

c. Unit Promotion Committee’s recommendation, signature of the chair of the unit 
Promotion Committee, and date

d. Unit administrator’s recommendation, signature, and date

e. Dean’s recommendation, signature, and date

f. Provost/Vice Chancellor’s recommendation, signature, date

C. Records of Evaluation

1. For evaluation for reappointment decisions:

a. Copies of the criteria for reappointment set forth by the code unit of the faculty member.

b. Copies of all written communications with the candidate on progress toward tenure, 
including all annual evaluations over the period of time appropriate to the decision.

c. Records of the discussions on annual evaluation meetings with the unit administrator. 
See Part VIII, Section I (III.).

d. Records of the assigned teaching duties and responsibilities including indication of 
released time over the period of time appropriate to the decision. See Part VI, Section I 
(I.).

e. Records of the annual discussions on the criteria for evaluating faculty performance.

2. For evaluation for tenure decisions:

a. Copies of the criteria for tenure set forth by the code unit of the faculty member.

b. Copies of all written communications with the candidate on progress toward tenure, 
including all annual evaluations over the period of time appropriate to the decision.

c. Records of the discussions on annual evaluation meetings with the unit administrator. 
See Part VIII, Section I (III.).

d. Records of the assigned teaching duties and responsibilities including indication of 
released time over the period of time appropriate to the decision. See Part VI, Section I 
(I.).

e. Records of the annual discussions on the criteria for evaluating faculty performance. 
Part IX, Section I (II.A.3.).

f. Copies of all communication with external reviewers, copies of the external reviews, and 
a listing of the documents reviewed.
3. For evaluation for promotion decisions:
   a. Copies of the criteria for promotion set forth by the code unit of the faculty member.
   b. Copies of all annual evaluations over the period of time appropriate to the decision.
   c. A record of the assigned teaching duties and responsibilities including indication of
      reassigned time over the period of time appropriate to the decision. See
      Part VI, Section I (I).
   d. Copies of all communication with external reviewers, copies of the external reviews, and
      a listing of the documents reviewed.

In cases of application for tenure with simultaneous promotion, items B and C should be combined
as appropriate.

D. Supporting materials
   The faculty member, in consultation with the unit administrator and the chair of the unit personnel
   committee, may add materials in support of the activities and accomplishments listed in the ECU
   Cumulative Report for Reappointment, Promotion and Tenure (subject to size limitations in
   subsection G. below).

E. Other material
   Materials not included in the categories listed in the cumulative report may be added to the
   dossier by the faculty member providing the unit administrator, in consultation with the Unit
   Personnel Committee, has an opportunity to include a response to such materials. In the event the
   unit administrator and Unit Personnel Committee cannot agree on a response, both may include a
   response.

F. Disagreements as to inclusion or removal of documents
   The dossier shall include the required documents and lists relevant to the faculty member’s
   teaching, research/creative activity, and service as described above. If the faculty member
   disagrees with the unit administrator and/or the unit personnel committee as to the inclusion of
   relevant documents, the documents will be included and each party may include a statement
   about the document in the dossier.

   The candidate is allowed to review and include a response to the cumulative evaluations (see
   section B. above).

G. Size of Dossier
   The total dossier must be contained in a single three ring binder (10 in. x 12 in.) with a thickness
   of no more than four inches (approximately 10 cm).
Attachment 1.

CUMULATIVE REPORT FOR REAPPOINTMENT, PROMOTION, AND TENURE

Link to Guidelines for Preparing a Cumulative Evaluation.

A. General Information
   1. Name
   2. College or Professional School and Department
   3. Date of first appointment to ECU
   4. Present rank and date at which present rank was established
   5. Educational background: degrees, dates conferred, and institutions. Indicate the status of any degree program in process.
      Include the following where applicable:
      a. Postgraduate Training Fellowships
      b. Residencies
      c. Traineeships
   6. Administrative appointments or special assignments (list positions and dates in reverse chronological order with percentage of time assigned)
   7. Professional credentials (certifications and licensures)
   8. Professional employment history (list positions, ranks and dates of appointments in reverse chronological order)
   9. Formal continuing education for professional development (courses, seminars, institutes, etc. and dates in reverse chronological order)
      School of Medicine (clinical staff): List all postgraduate Continuing Medical Education completed in the last 3 years (in reverse chronological order).

B. Teaching (Didactic and Clinical) and Advising [narrative or bulleted list and relevant date(s)]
   1. Noteworthy accomplishments and practices in teaching
   2. Noteworthy accomplishments and practices in advising and retention
   3. Extraordinary duties assigned or elected in advising
   4. Direction of student research and performances:
      a. List undergraduate students and projects.
      b. List graduate students and projects.
      c. List memberships in graduate student’s thesis/dissertation committees
   5. Summary of teaching evaluations (student opinion of instruction survey results, peer reviews, and any additional supporting information)
   6. Grants (listed by year in reverse chronological order) in support of teaching and advising.
      Provide a list of all grants applied for, listing for each the source, amount requested, title, and co-investigators. Designate status: awarded (including amount awarded if different from request), pending, rejected.
      a. Grants/proposals through Office of Sponsored Programs
      b. Grants/proposals through the Division of Institutional Advancement
      c. University Grants
      d. Reports to granting agencies: list agency(ies)
   7. Medical Education:
      a. Undergraduate medical student teaching, including didactic lectures, clinical teaching, conferences laboratories, student advising, and student preceptorships.
b. Postgraduate medical teaching including clinical teaching and continuing medical education.
c. Curriculum development in medical education.

C. Research/Creative Activity:
1. A brief statement of research activities and interests.
2. A complete list of publications in print, in reverse chronological order, beginning with the most recent publications (Note: School of Medicine should use the AMA format for publications):
   a. Books and monographs
   b. Journal articles
   c. Chapters in books
   d. Book reviews in professional journals
   e. Abstracts (including those published in proceedings)
   f. Microforms
   g. Sound/video recordings musical scores
   h. Art exhibitions, pictures in books, applied art
   i. Articles in proceedings
   j. Patents
   k. Editorships of professional journals or books
   l. Musical performances & productions
   m. Theatrical performances & productions
   n. Software development
   o. Electronic publications
   p. Clinical trials
   q. Other (e.g., entries in encyclopedias)
3. Papers, creative works, etc. accepted for publication but not yet in print (attach a copy of letter of acceptance)
4. Other research publications: list title(s) and publication dates and publisher
5. Research presentations and posters: list organization, date, and title of presentation(s)
6. Participation in expert panels (include topics, meeting, date(s)).
7. Visiting professorships or lectureships (include titles, place, date(s)).
8. Pedagogical materials: list title(s) and publication dates and publisher
9. Grants (listed by year in reverse chronological order) in support of research/creative activity. Provide a list of all grants applied for, listing for each the source, amount requested, title, Principal investigator and co-investigators. Designate status: awarded (including amount awarded if different from request), pending, rejected.
   a. Grants/proposals through Office of Sponsored Programs
   b. Grants/proposals through the Division of Institutional Advancement
   c. University Grants
   d. Reports to granting agencies: list agency(ies)

D. Clinical Practice: For those faculty who provide patient care as a part of their duties, a patient care portfolio should be included to document their clinical practice activities. The patient care portfolio should include the following information:
1. Summary of relevant activities in clinical practice and evaluations of patient care quality.
2. Noteworthy accomplishments and practices
3. Extraordinary duties assigned or elected in clinical practice
4. Development and/or evaluation of clinical services and programs
5. Community service and outreach

E. Professional and University Service (list by year, in reverse chronological order)
   1. University: Committee and special assignments
      a. Unit: name of committee(s), role on committee(s) (member, chair, etc.), inclusive dates of service
      b. Division: name of committee(s), role on committee(s) (member, chair, etc.), inclusive dates of service
      c. University-wide: name of committee(s), role on committee(s), inclusive dates of service
      d. UNC system: name of committee(s), role on committee(s), inclusive dates of service
      e. Special assignments: title or role, brief description of assignment, inclusive dates of service
   2. Non-university committees and service:
      a. Local
      b. Regional
      c. State
      d. Other
      e. Clinical Agency Committees and/or Hospital committees (Health Sciences Division)
   3. Professional Organizations (list by year in reverse chronological order)
      a. Memberships in professional organizations: list memberships
      b. Offices held or other official functions
         President/Chair: list organization(s)
         Other office(s): list office and organization(s)
      c. Organization of meetings, workshops, and symposia: list organization(s)
      d. Presentations (other than research) at meetings, workshops, and symposia: list organization, date, and title of presentation(s)
      e. Service as editor or editorial board member: list board(s), list role(s)
      f. Items reviewed, refereed, or juried for scholarly publications: list publication(s)
      g. Items reviewed, refereed, or juried for granting agencies: list agency (ies)
      h. Evaluation of faculty for other universities (peer review): list institution(s)
      i. Consultantships: list client, specify whether paid or unpaid, briefly define activity
   4. Other professional service
   5. Grants (listed by year in reverse chronological order) in support of professional service. Provide a list of all grants applied for, listing for each the source, amount requested, title, and co-investigators. Designate status: awarded (including amount awarded if different from request), pending, rejected.
      a. Grants/proposals through Office of Sponsored Programs
      b. Grants/proposals through the Division of Institutional Advancement
      c. University Grants
      d. Reports to granting agencies: list agency(ies)
F. Honors and other noteworthy activity not covered above

G. Administrative Activities
   1. Noteworthy accomplishments and practices in administration
   2. Extraordinary duties assigned or elected
   3. Summary of administrative evaluations

H. Community service: Include organization, dates, offices held.

I. Other: Include additional information deemed pertinent to this cumulative report.

J. Date this cumulative report was completed.

Attachment 2.

EAST CAROLINA UNIVERSITY PERSONNEL ACTION SUMMARY FORM
(Administrator completes Section I. and faculty member (appointee) completes Section II.)

Section I. To be completed by the appropriate administrator(s).

Name of Appointee: __________________________________________________________

Department: __________________________  School/  College: ______________________

Current Rank or Title: (if applicable) __________________________  Proposed Rank or Title:

Indicate Type of Action: (select all that apply)
   Administrative Appointment: ☐
   New Faculty Appointment: ☐
   Promotion: ☐
   Conferral of Tenure: ☐
   Other: (describe) __________________________________________________________
   Distinguished Professorship: (provide name of professorship)

Effective Date of Action: _____________________________________________________

Contract Period:  Administrative Appointment: 9 mo. ☐  12 mo. ☐
   Faculty Appointment:  9 mo. ☐  12 mo. ☐

Salary: $ __________  Source(s): ______ State Funds: $ __________  *Non-State Funds: $
*Indicate Sources of non-state funds generically (i.e., grants, receipts, trust funds, endowments, medical faculty practice plan, etc.):
Prior Recommendations/Personnel Actions:
(please check appropriate responses)

<table>
<thead>
<tr>
<th>Source</th>
<th>Recommended</th>
<th>Not Recommended</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appropriate Unit Personnel Committee</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Chair/Unit Head</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Director</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Dean</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Provost/Vice Chancellor</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Chancellor</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Board of Trustees</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

Section II. To be completed by the faculty member.

1. Education Background: (indicate degree, date earned and institution, note additional study & training)

2. Teaching and other professional experience: (Show inclusive dates, rank and/or title, institution or agency, and indicate first appointment at current institution with rank and any changes to date)

3. Scholarly & Creative Activities:

<table>
<thead>
<tr>
<th>Type</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Book</td>
<td>______</td>
</tr>
<tr>
<td>Edited Book</td>
<td>______</td>
</tr>
<tr>
<td>Chapter</td>
<td>______</td>
</tr>
<tr>
<td>Refereed Journal Article</td>
<td>______</td>
</tr>
<tr>
<td>Other Journal Article</td>
<td>______</td>
</tr>
<tr>
<td>Juried Performance/Show</td>
<td>______</td>
</tr>
<tr>
<td>Non-Juried Performance/Show</td>
<td>______</td>
</tr>
<tr>
<td>Other:___________________</td>
<td>______</td>
</tr>
<tr>
<td>Other:___________________</td>
<td>______</td>
</tr>
<tr>
<td>Other:___________________</td>
<td>______</td>
</tr>
</tbody>
</table>

4. Membership in professional organizations:
5. Professional service on campus:
6. Professional service off campus:

Faculty Senate Resolution #07-01, March 2007
Faculty Senate Resolution #08-27, May 2008
PART X - PERSONNEL ACTION DOSSIER AND TENURE AND PROMOTION SCHEDULE

SECTION II

Tenure and Promotion Schedule
(Text moved from former Part XIII)

The timelines designated in this schedule are the normal review cycle for the stated personnel actions. The Chancellor may approve an adjustment to these timelines when compelling circumstances, as determined by the Chancellor, justify a temporary revision.

Promotion and Tenure Timeline – Spring before Decision Year*

<table>
<thead>
<tr>
<th>Action</th>
<th>9 and 12 Month Faculty Deadline</th>
<th>Time Allotted for Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty Request to the Committee for promotion or early conferral of permanent tenure</td>
<td>1st Friday in February</td>
<td></td>
</tr>
<tr>
<td>Faculty member submits list of potential external reviewers to committee</td>
<td>3rd Friday in February</td>
<td>3rd Friday in February</td>
</tr>
<tr>
<td>Committee submission of a list of external reviewers to the unit administrator and Selection of materials to be sent to reviewers.</td>
<td>2nd Friday in March</td>
<td>12-month faculty member with prior academic credit**</td>
</tr>
<tr>
<td>Unit Administrator sends letter and materials to confirmed external reviewers</td>
<td>Last Friday in April</td>
<td>6 weeks</td>
</tr>
</tbody>
</table>

Promotion and Tenure Timeline – Fall of Decision Year*

<table>
<thead>
<tr>
<th>Action</th>
<th>9 and 12 Month Faculty Deadline</th>
<th>Time Allotted for Decision</th>
<th>Health Sciences Division Deadline</th>
<th>Time Allotted for Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unit Administrator informs committee of upcoming need for a meeting</td>
<td>1st Tuesday in September</td>
<td></td>
<td>1st Tuesday in September</td>
<td></td>
</tr>
<tr>
<td>External reviewers’ reports due</td>
<td>1st Tuesday in September</td>
<td></td>
<td>1st Tuesday in September</td>
<td></td>
</tr>
<tr>
<td>Faculty turns in PAD to Committee</td>
<td>2nd Tuesday in September</td>
<td></td>
<td>2nd Tuesday in September</td>
<td></td>
</tr>
<tr>
<td>Committee recommendation/PAD to unit administrator</td>
<td>2nd Tuesday in October</td>
<td>4 weeks</td>
<td>2nd Tuesday in October</td>
<td>4 weeks</td>
</tr>
<tr>
<td>Action</td>
<td>9 Month Faculty Deadline</td>
<td>Time Allotted for Decision</td>
<td>12 Month Faculty Deadline</td>
<td></td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>----------------------------------</td>
<td>-----------------------------</td>
<td>-----------------------------------</td>
<td></td>
</tr>
<tr>
<td>PADs due to tenure committee for reappointment decision</td>
<td>3rd Tuesday in January</td>
<td></td>
<td>4th Tuesday in February</td>
<td></td>
</tr>
<tr>
<td>Committee recommendation to unit administrator</td>
<td>2nd Tuesday in February</td>
<td>3 weeks</td>
<td>3rd Tuesday in March</td>
<td></td>
</tr>
<tr>
<td>Unit administrator recommendation to Dean (if applicable)</td>
<td>1st Tuesday in March</td>
<td>3 weeks</td>
<td>2nd Tuesday in April</td>
<td></td>
</tr>
<tr>
<td>Dean recommendation to VCAA or VCHS</td>
<td>Last Tuesday in March</td>
<td>3 weeks</td>
<td>1st Tuesday in May</td>
<td></td>
</tr>
<tr>
<td>VCAA or VCHS decision</td>
<td>Last Tuesday in April</td>
<td>4 weeks</td>
<td>1st Tuesday in June</td>
<td></td>
</tr>
</tbody>
</table>

*Reappointment of Probationary-Term Faculty Members Timeline*
Reappointment of Probationary-Term Faculty Members in 2nd Year of Employment
With Credit for Prior Academic Service Timeline*

<table>
<thead>
<tr>
<th>Action</th>
<th>9 Month Faculty Deadline</th>
<th>Time Allotted for Decision</th>
<th>12 Month Faculty Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>PADs due to tenure committee</td>
<td>1st Tuesday in September</td>
<td></td>
<td>1st Tuesday in April</td>
</tr>
<tr>
<td>Committee recommendation to unit administrator</td>
<td>1st Tuesday in October</td>
<td>4 weeks</td>
<td>1st Tuesday in May</td>
</tr>
<tr>
<td>Unit administrator recommendation to Dean (if applicable)</td>
<td>3rd Tuesday in October</td>
<td>2 weeks</td>
<td>3rd Tuesday in May</td>
</tr>
<tr>
<td>Dean recommendation to VCAA or VCHS</td>
<td>1st Tuesday in November</td>
<td>2 weeks</td>
<td>2nd Tuesday in June</td>
</tr>
<tr>
<td>VCAA or VCHS decision</td>
<td>3rd Tuesday in November</td>
<td>2 weeks</td>
<td>3rd Tuesday in June</td>
</tr>
</tbody>
</table>

Subsequent Appointment of Fixed-Term Faculty Members Timeline – Spring of Decision Year*

| Fixed-term faculty members request consideration of a subsequent appointment and submit portfolio required by unit code | No earlier than 180 calendar days before term expires and no later than 90 calendar days before term expires | No earlier than 180 calendar days before term expires and no later than 90 calendar days before term expires |
| Committee and unit administrator notify fixed-term faculty member in writing of subsequent appointment recommendation | within 30 days of the request | 30 days | within 30 days of the request |

*Faculty candidate will be notified of the recommendation or decision, as appropriate, in writing within one week at each decision point.

**For 12-month Assistant Professor with 1 year of prior academic credit, in the fourth year of appointment, external reviewer list is due to Tenure Committee on the 2nd Tuesday in April; Tenure Committee’s final list of external peer reviewers is due to unit administrator on 4th Tuesday in April; unit administrator will send letters and selected materials to reviewers by the 3rd Thursday in May.

(FS Resolution #12-68, April 2012)