Provost’s Report

UNCW Board of Trustees
July 18, 2019
Presentation Overview

• Faculty Senate Report—Dr. Nathaniel Grove, Faculty Senate President
  ❖ Update
  ❖ Faculty Profile: Dr. Donald Barnes, Associate Professor Marketing/CSB

• Academic Affairs Updates—Dr. Marilyn Sheerer, Provost and Vice Chancellor for Academic Affairs
  ❖ Search and Academic Affairs Updates
  ❖ DC Virgo/Lab School Update—WCE Dean Van Dempsey, Associate Dean Bill Sterrett, and DC Virgo Principal Sabrina Hill-Black
  ❖ Faculty Succession: Recruitment to Retirement; the Progression of UNCW Faculty
    Dr. Marilyn Sheerer, Provost, Dr. Nathaniel Grove, Associate Professor/Assistant Director CSURF, and Dr. Rich Ogle, Senior Associate Provost
Faculty Senate Report

Dr. Nathaniel Grove
Faculty Senate President
Dr. Donald Barnes
Associate Professor of Marketing
Cameron School of Business
ACADEMIC AFFAIRS UPDATE

- Search and Academic Affairs Updates
- DC Virgo/Lab School Update
- Faculty Succession: Recruitment to Retirement; the Progression of UNCW Faculty

Dr. Marilyn Sheerer
Provost and Vice Chancellor for Academic Affairs
Search Updates

• Associate Vice Chancellor for Community Engagement

• Graduate School Dean

• Associate Provost for Research & Innovation

• Associate Vice Chancellor for Academic Affairs Resource Management

Jeanine Mingé
Chris Finelli
Stuart Borrett
Nate Miner
Interim Appointments

• Dean College of Arts & Sciences
  Carol McNulty

• Special Assistant to the Provost
  Rich Ogle

Carol McNulty
Rich Ogle
Interim Appointments

• Executive Director Marine Sciences
  - Chris Finelli

• Center for Marine Science
  - Lynn Leonard

• Associate Dean for UGS and Director
  University College
  - Christine Pesetski
Faculty Athletic Representative

Dr. Michael Gordon
Assistant Professor of Spanish
World Languages & Cultures
DC Virgo

2018-2019

Highlights and Update
Leveraging teacher leadership to meet schoolwide needs is vital to overall school improvement and success. Through invaluable discussions and feedback from key stakeholders, a framework was created to support our "Why":

Goal: to provide school wide support and overall improvement to
- streamline our committees to make them meaningful and purposeful;
- set deadlines and accomplish goals to diagnose whether student and school needs are being met; and
- ensure all voices and ideas are heard
School Profile

- We completed the school year in June with **214** students in Grades K-8 (2018-2019)
- Our **projected enrollment** for 2019-2020 is currently **244** students
- **Teacher Retention:** 3 vacancies are due to one teacher not returning, one accepting the Operations Coordinator position, and one position being added due to enrollment growth in Kindergarten

- Current staffing includes:
  - Principal
  - Assistant Principal
  - Lab School Operations Coordinator and Liaison
  - 16 Teachers; 3 Teacher Assistants
  - 2 Office Staff
  - 1 Technology Facilitator
  - 3 Child Nutrition Staff via New Hanover County Schools
  - 1 Part-time Nurse via MedNorth Collaboration
“With the core focus to have a positive impact for children at DC Virgo, the Faculty in Residence work may include areas such as classroom pedagogy, school leadership, wrap-around services or family and community engagement. This work should intersect with and inform the preparation of educators, practitioners, and wrap-around services professionals.”

- Dr. Kathy Fox (Early Childhood) with Ms. Kristen Boyd (Kindergarten teacher)
- Dr. Jeremy Hilburn (Middle Grades Social Studies) with Ms. Karla Nobles (6th grade teacher) and Ms. Tana Oliver (8th grade teacher)
- Dr. Jim Stocker (Positive Behavior Intervention and Support) with Ms. Jodi Hebert (1st grade teacher) and Ms. Erica Derushia (Exceptional Children's teacher)
A key component of the lab school model is to provide a chance for university students studying teaching and administration to gain hands-on experience.

“We are here to educate students and students who have specific learning needs, in some cases, but a major aspect of it is teacher prep and principal prep,” Hill-Black said.
Creating time and space for movement breaks and innovation in D.C. Virgo’s Active-Based Learning Lab
D.C. Virgo Preparatory Academy students visit UNCW’s Watson College of Education atrium where their work is displayed. Projects were developed through a collaboration with teachers and university faculty.
Option 1:
The playground is coming!
FACULTY SUCCESSION
From recruitment to retirement; the progression of faculty at UNCW
The process of hiring, evaluating, and retaining high-quality faculty is a deliberate, rigorous procedure.
Search/Recruitment Phase

- Our own faculty can be key for recruiting excellent new faculty.
- Department (w/ chair and dean) establishes faculty position description aligned with mission/priorities.
- Search committee established with HR guidance.
- Job advertisement is disseminated/posted.
Search/Recruitment Phase

- Search committee reviews applications and chooses diverse pool of candidates.
- Skype and extensive on-campus interviews are scheduled with campus-wide stakeholders.
- Job offered by dean; provost and chancellor approve.
- BOT approves all faculty hires.
Tenure: A Value Proposition for UNCW

- Stability
- Academic Freedom
- Reinvention
- Mentoring and Collaboration
The Ideals Underlying RTP

DEVELOPMENTAL

TRANSPARENT

AND

EQUITABLE

RIGOROUS

DEVELOPMENTAL
Reappointment Tenure & Promotion (RTP)

Rigorous process starting with faculty review/recommendation and ending with BOT approval.

Same process for each milestone

Candidates evaluated on:
• Teaching
• Research/Scholarship/Creative Activity
• Service

Faculty Handbook provides general guidelines

Units maintain discipline-specific criteria

Annual evaluations and yearly consulting with senior faculty provide formative guidance between milestones
RTP: Reappointment to Associate w/Tenure

For re-appointment to the rank of assistant professor a candidate shall show **promise** as a teacher, evidence of **progress** in the area of scholarship/research/artistic activities, and **potential** to provide service to the department, university, community, and profession.

- Required in 6th semester (Spring of Year 3)
- Summative w/significant formative focus
- Successful candidate receives a 3-year contract at rank of Assistant

For promotion to the rank of associate professor a candidate shall show evidence of having developed into an **effective teacher**, of a **continuing pattern** of scholarship/research/artistic activities, and service.

- Required in 11th semester (Fall of Year 6)
- Summative
- Successful candidate promoted to Associate w/permanent tenure
- Unsuccessful candidate is eligible to finish last year of contract
RTP: Promotion to Professor

...a candidate shall have exhibited during her/his career distinguished accomplishment in teaching, a sustained record of scholarship/research/artistic activities, and a significant record of service. An individual with the rank of professor should have a reputation as a distinguished teacher and be recognized as a scholar within her/his professional field.

NO TIMELINE
NOT A GUARANTEE
Post-Tenure Review

...a comprehensive, formal, periodic evaluation of cumulative faculty performance to ensure faculty development and to promote faculty vitality. The purpose of PTR is to support and encourage excellence among tenured faculty...

Established 1998; revised in 2001 & 2014
Required process for all tenured faculty with >=50% teaching load every 5 years
• Faculty develops goals at start of cycle
• Dossier submitted in PTR year
• Peer Evaluation (recommendation)
• Chair/Director Evaluation (generated formal report)
• Dean Review (substantive)
• Provost Certification (process compliance)
• Data submitted to System Office

Outcomes: exceeds expectations; meets expectations; does not meet expectations
Corrective actions taken for does not meet expectations
Retirement to Emeritus/Emerita

Full Retirement or Phased Retirement
• Phased – Part-time teaching for 3 years. No service or research
• Retirees recognized at Spring Faculty Senate Meeting
• Granted membership in UNCW Retired Faculty Association

Emeritus/Emerita Status - an honor accorded to retired faculty in recognition of their distinguished and sustained service to the university. **Not an entitlement.**
• Must retire as at least an Assistant Professor with 8 years service at UNCW
• Department vote/recommendation
• Dean, Provost, Chancellor recommendation
• BOT confirmation
Conclusion

Impact of R$_2$ status of UNCW

Enhancements of RTP process and expectations

Future directions
Thank You!