Presentation Overview

- Personnel transition
- Updates on selected major initiatives
- Notable activities and achievements
Personnel Transition

Congratulations to Cameron School of Business (CSB) Dean Larry Clark on his selection as the next Chancellor of LSU Shreveport!
Personnel Transition

- The process is underway for identifying interim CSB leadership, targeting a June 1, 2014 start
- Interim dean in place for Jan. 2015 site visit associated with AACSB reaffirmation of business school accreditation
- National search for the CSB Dean anticipated to begin in early fall 2014, targeting a July 2015 start
Selected Major Initiatives

Strategic Action Plan Development

- Nov. 2012: charge received
- Apr. 2013: BOT approval, proposed mission statement
- Jun. 2013: draft plan version 1.0 released
- Jan. 2014: draft plan version 2.0 released
- Feb. 2014: GA action on mission statement deferred
- Apr. 2014: anticipated release of draft plan v. 3.0
Selected Major Initiatives

Academic Program Development

• Normally limited to three proposals in formal queue

• In UNCW’s queue:
  • PhD Applied & Experimental Psychological Sciences
  • PhD Coastal & Marine Science
  • Doctor of Nursing Practice (DNP)
  • Master of Fine Arts (MFA) in Filmmaking *

* allowed by GA exception
<table>
<thead>
<tr>
<th>Program</th>
<th>Request to plan</th>
<th>Request to implement</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD Coastal &amp; Marine Sci</td>
<td>Submitted fall 2012; affected by GA marine science review</td>
<td></td>
</tr>
<tr>
<td>DNP</td>
<td>Submitted Jan. 2014; awaiting GA action; tied to mission statement process</td>
<td></td>
</tr>
<tr>
<td>MFA Filmmaking</td>
<td>Submitted and approved Jan. 2014</td>
<td>In development; due to GA in May 2014</td>
</tr>
</tbody>
</table>
Selected Major Initiatives

• Common reading chosen by students, faculty, staff, and administration
• Complimentary copies to freshmen
• Introduction to academic expectations and intellectual engagement
• Opportunities for self-reflection and critical thinking
• Powerful, meaningful, and fun experience
Selected Major Initiatives

**Intellectual Property Policy Development**

- UNCW Patent Policy approved by BOT in July 2004
- Process undertaken in 2013 to include non-patentable intellectual property
- Draft successor policy, “Intellectual Property Policy”, will be advanced soon for BOT action
Notable

Biology & Marine Biology Honors student Colleen Bove receives Best Undergraduate Poster award at the 2014 Benthic Ecology Meeting in Jacksonville FL. Shown with mentor Alina Szmant.
Notable

Fourteen nursing students and three faculty spent five days in Iquitos, Peru and the surrounding Amazon jungle, setting up clinics and assessing, diagnosing and treating over 360 native Peruvians of all ages for various parasites, dehydration, skin disorders, and other infectious diseases.
Notable

March 21, 2014 was COM Studies Day, featuring alumni panel sessions recorded and broadcasted by student majors.

Notable

Faculty member Bob Kieber receives Fulbright Award to travel to Brazil to research that area’s elevated presence of atmospheric ethanol through studying rainwater. The study will be undertaken in collaboration with a researcher at Universidade de São Paulo.
Faculty member Jessica Magnus identified by NASA as “expert” in team cognition; awarded $50,000 grant with Georgia Tech co-researcher to conduct an operational assessment of NASA’s current training and team interaction methodologies.

The project will include conducting interviews with astronauts and senior NASA trainers.
Watson College of Education receives 2014 Award for Exemplary Professional Development School Achievement by the National Association for Professional Development Schools (NAPDS)
Notable

UNCW to host UNC system’s 1st Annual Black Faculty Forum during Diversity Education Week, April 24-25, 2014.
Thank you!
NOTE: The following slides are provided in response to BOT interest and for future reference; they will not be presented at the EPPC meeting of April 4.
In Depth:
Faculty Reappointment, Tenure, Promotion
Faculty Reappointment, Tenure, Promotion

*Pathway to a faculty position - the funnel effect*

| ~ 1,700,000 | US baccalaureate degrees awarded/year |
| ~ 700,000   | US master’s degrees awarded/year     |
| ~ 60,000    | US doctoral degrees awarded/year     |
| ~ 14,000    | New US tenure-track faculty hired/year |
| ~ 150       | Applicants per 1 (one) UNCW TT position |
### Faculty Reappointment, Tenure, Promotion

**Pathway to a faculty position - time considerations**

<table>
<thead>
<tr>
<th>Field</th>
<th>Bacc. degree</th>
<th>Grad school</th>
<th>Median age</th>
</tr>
</thead>
<tbody>
<tr>
<td>physical sciences</td>
<td>7.7</td>
<td>6.7</td>
<td>30.3</td>
</tr>
<tr>
<td>life sciences</td>
<td>8.6</td>
<td>6.9</td>
<td>31.4</td>
</tr>
<tr>
<td>social sciences</td>
<td>9.6</td>
<td>7.7</td>
<td>32.7</td>
</tr>
<tr>
<td>humanities</td>
<td>11.3</td>
<td>9.3</td>
<td>Not listed</td>
</tr>
<tr>
<td>education</td>
<td>17.0</td>
<td>12.7</td>
<td>Not listed</td>
</tr>
</tbody>
</table>

*Based on NSF (2009) data*
Faculty Reappointment, Tenure, Promotion

Pathway to a faculty position - other considerations

• Indebtedness levels upon degree completion *
  • 40% of grad students carry undergrad. debt into grad school
  • 2/3rds of Ph.D. recipients accumulate debt (avg. = $60,000)

• Expectations for post-doctoral / temp faculty experience

• Much demand, limited supply of TT positions
  • Entry to the professoriate via temporary or adjunct roles with diminishing and modest likelihood of landing a TT position

* Council on Graduate Schools data, Chronicle of Higher Education (2014)
## Faculty Reappointment, Tenure, Promotion

**Compare / contrast faculty vs. non-faculty pathways**

<table>
<thead>
<tr>
<th>Age</th>
<th>Faculty</th>
<th>Non-faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>22</td>
<td>earn bachelor’s</td>
<td>earn bachelor’s, <strong>start career</strong></td>
</tr>
<tr>
<td>32</td>
<td>earn doctorate, start post-doc</td>
<td>10 years into career</td>
</tr>
<tr>
<td>35</td>
<td>finish post-doc, <strong>start TT career</strong></td>
<td>13 years into career</td>
</tr>
<tr>
<td>41</td>
<td>earn tenure &amp; 1(^{st}) promotion</td>
<td>19 years into career</td>
</tr>
<tr>
<td>47</td>
<td>earn final promotion</td>
<td>26 years into career</td>
</tr>
<tr>
<td>65</td>
<td>can retire with 30 career years</td>
<td>can retire with 43 career years</td>
</tr>
</tbody>
</table>
Faculty Reappointment, Tenure, Promotion

AAUP Statement of Principles on Academic Freedom and Tenure

Tenure is a means to certain ends; specifically: (1) freedom of teaching and research and of extramural activities, and (2) a sufficient degree of economic security to make the profession attractive to men and women of ability. Freedom and economic security, hence, tenure, are indispensable to the success of an institution in fulfilling its obligations to its students and to society.
Faculty Reappointment, Tenure, Promotion

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It all starts with recruitment...

- Tenure-track and tenured faculty positions typically involve a lengthy national recruitment process:
  - Search committee of within-discipline peers
  - Advertisement of position
  - Screening of applicants (education, backgd, refs)
  - Telephone and in-person interviews
  - If recruitment is successful → new hire!
TT faculty are subject to regular performance review:

- Annual review
- Reappointment
- Tenure
- Promotion
- Post-tenure

Focus of this presentation

Comprehensive (multi-year) evaluations

Faculty Reappointment, Tenure, Promotion
UNCW REAPPOINTMENT, TENURE, AND PROMOTION PROCESS

- BOARD OF TRUSTEES
- CHANCELLOR
- PROVOST
- DEAN
- CHAIR/DIRECTOR
- SENIOR FACULTY
- FACULTY RTP COMMITTEE
Faculty Reappointment, Tenure, Promotion

Areas evaluated in performance reviews:

- Teaching
- Scholarship, Faculty Engagement, and Professional Development
- Artistic Achievement and Research
- Service
  - University, professional, community

Scholarship, Research, and Artistic Activities
Faculty Reappointment, Tenure, Promotion

*University’s expectations for tenure:*

...a faculty member must have evidenced proficiency and a pattern of growth in areas of teaching; scholarship and research/artistic achievement; and service. Of these, teaching effectiveness is the primary criterion for the granting of tenure.
University’s expectations for appointment by rank:
Asst. Professor: shall show promise as a teacher and evidence of progress in the area of research or artistic achievement.

Assoc. Professor: shall show evidence of having developed into an effective teacher, of a continuing pattern of research or artistic achievement, of regular professional service, and of scholarship and professional development.

Professor: shall have exhibited during her/his career distinguished accomplishment in teaching, a tangible record of research or artistic achievement, and a significant record of service. Should have a reputation as an excellent teacher and be recognized as a scholar within her/his professional field.
Faculty Reappointment, Tenure, Promotion

Reappointment decisions

• Asst. Professors appt’d to initial term of 4 years; considered for a 2nd, 3 year term before end of 3rd
• Assc. Professors appointed to initial term of 5 years; considered for award of tenure before end of 4th
• Professors are appointed with permanent tenure
Tenure and Promotion from Asst. to Assoc. Professor

- Cannot occur before completion of 2 service years
- Untenured Asst. or Assoc. Professor may not apply for promotion without also applying for tenure.
- Asst. Professor must be reviewed for tenure and promotion no later than 11th semester of employment.
- Assoc. Professor must be reviewed for tenure no later than early in the 7th semester of employment.
Faculty Reappointment, Tenure, Promotion

Promotion to Professor

- Represents the highest academic rank
- Elective personnel action for high achieving faculty
Faculty Reappointment, Tenure, Promotion

Process for RTP evaluations

- Candidate assembles a dossier of evidence of performance
- After review, senior faculty provide advisory vote, whereupon recommendations are made in succession* by:
  - Department Chair / School Director
  - Dean
  - Committee on Reappointment, Tenure and Promotion
  - Provost
  - Chancellor
  - Board of Trustees

* A negative majority vote by faculty and negative recommendations of chair and dean result in RTP denial
Faculty Reappointment, Tenure, Promotion

**Process for RTP evaluations**

- The Non-Reappointment Hearings Procedure may be pursued by individuals seeking to revisit a negative outcome
  - A subsequent procedure for appealing to the BOG a negative outcome is also available
- Mediation is offered as an alternative dispute-resolution process for negative RTP outcomes
- The Faculty Grievance procedure is also available for use by aggrieved faculty members
Role of Board of Trustees in RTP evaluations

- Approves (along with BOG/GA) RTP policies, consistent with Board’s governance function; Academic Affairs and Chancellor implement and follow the approved policies
- Approves recommendations for RTP
- Receives report of non-reappointment decisions
- Receives report of decisions not to tenure and not to promote
- Approves negative tenure and promotion actions if Chancellor overturns a positive prior recommendation
Thank you!