

Provost Report

UNCW Board of Trustees
July 16, 2015



UNIVERSITY *of* NORTH CAROLINA WILMINGTON

Presentation Overview

- **Academic degree program development and review/approval**
- **Leadership introductions**
- **Policy on Academic Freedom and Tenure (PAFT)**



Academic Program Development

UNCW's Active Program Priorities*:

- 1) Master of Fine Arts (MFA) in Filmmaking
- 2) Doctor of Nursing Practice (DNP)
- 3) PhD Applied & Experimental Psychological Sciences
- 4) PhD Coastal & Marine Science joint degree with ECU
- 5) BA Digital Arts
- 6) MS Applied Data Analytics

* “Active” indicates that Request for Authorization to Plan

(“Appendix A”) has been submitted to GA



UNIVERSITY of NORTH CAROLINA WILMINGTON

Academic Program Development

| Program | Request to Plan “Appendix A” | Request to Implement “Appendix C” | Current Status |
|---|---|---|--|
| MFA Filmmaking | Submitted and approved January 2014 | Submitted July 2014; Grad Council & campus representative reviews and UNCW’s feedback is complete | APPROVED FOR IMPLEMENTATION, alongside that of UNC School of the Arts, at April 10 BoG meeting. |
| DNP Doctor of Nursing Practice | Submitted Jan. 2014; approved August 2014; tied to mission statement process | Submitted for review Oct. 2014; feedback received from GA in Nov. 2014; in process of revising Appendix C in response | UNCW submitted revised Appendix C on May 20, 2015; goal is for BOG consideration of degree approval by fall 2015 |
| PhD Applied & Experimental Psychological Sciences | Submitted 2007 and approved in 2008 | Submitted 2010; positive external reviews fall 2012; thereafter stalled, affected by mission statement limitations; subject of Dec. 2014 presentation to GA | UNCW submitted revised Appendix C on June 16, 2015; slated for BOG agenda fall 2015. |
| PhD Coastal & Marine Science | Submitted fall 2012; thereafter stalled, affected by mission statement limitations and GA marine science review. Appendix A will be resubmitted by August 2015. | N/A | UNCW-ECU committee continues its exploration of a joint PhD, adapting ECU’s existing PhD in Coastal Resources Management |
| BA Digital Arts | Submitted January 2015 | N/A | Faculty from Computer Science and Art/Art History worked collaboratively and are currently awaiting action by UNC GA |
| MS Applied Data Analytics | Submitted June 6, 2015 | N/A | Faculty from Math/Statistics, Computer Sci, Info Systems, Clinical Research and others collaborated on Appendix A- awaiting action by UNC GA |

Leadership Introductions

- **Interim Vice Provost for Academic Affairs**
- **Assoc. Vice Chancellor for External Programs**
- **Dean, Watson College of Education**
- **Dean, Cameron School of Business**
- **Director, Office of the Arts**
- **Asst. Provost, Office of International Programs**
- **Director, University Studies**

Policy on Academic Freedom and Tenure/PAFT



UNIVERSITY OF NORTH CAROLINA WILMINGTON

Board of Trustees

Recommendation for Action

Educational Planning and Programs Committee

July 16, 2015

Situation: Policy on Academic Freedom and Tenure requiring BoT approval

Background:

UNC Policy Manual Chapter 100.1 Section 602, Academic Tenure "To promote and protect the academic freedom of its faculty, the board of trustees of each constituent institution shall adopt policies and regulations governing academic tenure. Policies adopted by a board of trustees regarding academic tenure and promotion shall be effective upon review by the senior vice president for academic affairs and the vice president and general counsel, and approved by the president. The chancellor shall review the constituent institution's tenure policies periodically, but at least every five years, and shall report to the president whether or not amendments or revisions are appropriate. The chancellor shall involve the faculty in this review."

The tenure policies and regulations of each institution shall be subject to approval by the president.

Assessment:

Action: This item is up for a vote.



Policy on Academic Freedom and Tenure/PAFT



UNIVERSITY of NORTH CAROLINA WILMINGTON

Office of Academic Affairs, Provost & Vice Chancellor
601 South College Road
Aldermen Hall, Room 111
Wilmington, NC 28403-5900
Phone (910) 962-3389

MEMORANDUM

TO: Board of Trustees

FROM: Marilyn Sheerer, Interim Provost

DATE: July 1, 2015

SUBJECT: Revised Reappointment, Tenure and Promotion Document

Enclosed you will find the revised RTP document that the Faculty Senate, Deans, and Provost's Office have been working on for the past 2 years. The current set of policies under which we are operating was approved in 1997 by the BOT, so it was time for an update. Although I was not present during the discussions during the past 2 years, it has become obvious to me, after a review of the revisions, that the participating parties worked hard during this time period to generate a much improved and tighter policy that is clearly aligned with the current UNC Code.

Over the past few weeks, I have had the time to compare the current policy with the proposed one. Below, I have highlighted the changes that I think are significant. These may serve as a guide as you review the proposal before you.

- All changes reflect those necessitated by the BOG changes to the UNC Code.
- The proposed policy explicitly states levels of review and mandates denial of an application which has two negative recommendations prior to the Chancellor.
- The new policy permits the University Committee on Reappointment, Tenure and Promotion to request additional information or clarification and specifies that any such information be shared with the applicant who may provide a written response.
- In the new document, if the Provost's is the only negative recommendation, it goes forward to the Chancellor. Currently, the Provost/VCAA has the authority to stop an application for reappointment.
- The revised policy implements a thorough and carefully outlined internal appeals process for candidates who receive negative decisions on reappointment, promotion and tenure.

If approved by the UNCW Board of Trustees, the revised policy will be forwarded to the Board of Governors for their approval. Thank you for your consideration.



UNIVERSITY of NORTH CAROLINA WILMINGTON

UNCW's Policy Aligns With UNC Code

Chapter IV: Faculty Employment

A. Policies of Academic Freedom & Tenure

[Updated 06/07/2011]

Approved by the Board of Governors of The University of North Carolina - May 14, 1976, effective June 11, 1976;

revisions approved July 20, 1979, effective July 20, 1979;
revisions approved May 10, 1982, effective July 1, 1982;
revisions approved November 11, 1994, effective December 9, 1995;
revisions approved January 2001, effective July 1, 2001;
revisions approved August 2007, effective August 2007.

This document sets forth the official policy of The University of North Carolina Wilmington regarding academic freedom, rights, and responsibilities, promotion, and tenure of its faculty. Fundamental in this policy are the concepts of academic freedom, rights, and responsibilities as stated in as stated in [Chapter VI of the Code](#) of The University of North Carolina. Equally fundamental is an explicit policy of promotion and tenure.

Article I: Freedom and Responsibility in the University Community

[Updated 06/07/2011]

- a. The University of North Carolina Wilmington is dedicated to the transmission and advancement of knowledge and understanding. Academic Freedom is essential to the achievement of these purposes. This institution therefore supports and encourages freedom of inquiry for faculty members and students, to the end that they may responsibly pursue these goals through teaching, learning, research, discussion, and publication, free from internal or external restraints that would unreasonably restrict their academic endeavors.
- b. The University of North Carolina Wilmington shall protect faculty and students in their responsible exercise of the freedom to teach, to learn, and otherwise to seek and speak the truth.
- c. Faculty and students of this institution shall share in the responsibility for maintaining an environment in which academic freedom flourishes and in which the rights of each member of the academic community are respected.

Article II: Academic Freedom and Responsibility of Faculty

[Updated 06/07/2011]

The UNC Policy Manual
Chapter 100.1 - The Code
Section 602

CODE SECTION 602. ACADEMIC TENURE.⁸

- (1) To promote and protect the academic freedom of its faculty, the board of trustees of each constituent institution shall adopt policies and regulations governing academic tenure. Policies adopted by a board of trustees regarding academic tenure and promotion shall be effective upon review by the senior vice president for academic affairs and the vice president and general counsel, and approved by the president. The chancellor shall review the constituent institution's tenure policies periodically, but at least every five years, and shall report to the president whether or not amendments or revisions are appropriate. The chancellor shall involve the faculty in this review.
- (2) In all instances, the tenure conferred on a faculty member is held with reference to employment by a constituent institution, rather than to employment by the University of North Carolina.
- (3) The tenure policies and regulations of each constituent institution⁹ shall prescribe the procedures by which decisions concerning appointment, reappointment, promotion, and the conferral of permanent tenure shall be made. The length of terms of appointment that do not carry permanent tenure and those faculty ranks or titles whose holders shall be eligible for permanent tenure shall be prescribed. The institutional policies and regulations also shall prescribe the intervals at which the review of candidates for reappointment and promotion, including the conferral of permanent tenure, shall occur. The tenure policies and regulations of each institution, which shall include the complete text of Chapter VI of *The Code*, shall be published by the institution and distributed to its faculty members.
- (4) The tenure policies and regulations of each institution shall set forth the general considerations upon which appointment, reappointment, promotion, and permanent tenure are to be recommended. The institutional regulations shall provide that these considerations shall include an assessment of at least the following: the faculty member's demonstrated professional competence, the faculty member's potential for future contribution, and institutional needs and resources.
- (5) The institutional policies and regulations shall specify that permanent tenure may be conferred only by action of the president and the Board of Governors, or by such other agencies or officers as may be delegated such authority by the Board of Governors.¹⁰
- (6) Institutional tenure policies and regulations shall distinguish among the following:
 - (a) the nonreappointment (or nonrenewal) of a faculty member at the expiration of a specified term of service;
 - (b) the discharge from employment of a faculty member with permanent tenure or of

⁸Pursuant to NCGS §116-11(13), and notwithstanding *The Code* or any other Board of Governors policy, the Board of Governors delegates certain authorities to the President of the University. See Policy 200.6, *Delegation Authority to the President of the University*, adopted 11/13/06, amended 06/08/07.

⁹Because of the unique character and mission of the University of North Carolina School of the Arts and of the North Carolina School of Science and Mathematics, the requirement that the institution adopt tenure policies will be satisfied at those institutions by an employment system based on renewable contracts, which system need not provide for the traditional faculty ranks. Wherever the phrase "tenure policies and regulations" is used in this chapter, it shall mean, for the School of the Arts and for the School of Science and Mathematics, the faculty employment policies of those schools. Wherever the phrase "tenured faculty" is used in this chapter and in the Policies of the Board of Governors, it shall mean, for those schools, a faculty member holding a fixed-term contract.

¹⁰See Footnote 8.



Thank you!



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