Appalachian State University
Faculty Senate Agenda
February 9, 2015

AGENDA SUMMARY:
(Full Agenda follows on next page)

(3:15 pm) I. Welcome and Announcements INFORMATION
(3:20 pm) II. Approval of Faculty Senate Minutes ACTION
(3:25 pm) III. Visitor’s Reports
No visitors’ reports.
(3:30 pm) IV. Provost’s Report INFORMATION
(3:45 pm) V. Chair’s Report INFORMATION
(4:00 pm) VI. Committee Reports
A. Academic Policies Committee INFORMATION
B. Agenda Committee INFORMATION
C. Budget Committee INFORMATION
D. Campus Planning Committee INFORMATION
E. Campus Technology Committee INFORMATION
F. Committee on Committees INFORMATION
G. Faculty Governance Committee
1. Handbook Change: Early Promotion and Tenure ACTION
2. Graduate AP&P ACTION
3. Additional Changes of Graduate AP&P is approved ACTION
4. Post Tenure Review Background INFORMATION
5. Post Tenure Review Handbook Language INFORMATION
H. Faculty Welfare and Morale Committee INFORMATION
I. Welfare of Students Committee INFORMATION
(4:30 pm) VII. Unfinished Business
(4:40 pm) VIII. New Business
A. Resolution from Faculty Assembly INFORMATION/ACTION
(4:55 pm) IX. Adjourn (time approximated)
Appalachian State University  
Faculty Senate Agenda  
February 9, 2015 3:15 pm  
William Strickland Conference Room - 224 I.G. Greer  
NOTE: All Faculty Senate meetings are recorded.

(3:15 pm)  I. Announcements
A. Welcome and Introduction of Visitors.

(3:20 pm)  II. Minutes
A. Approval of December 8, 2014 Faculty Senate minutes. Available online at:  
http://facsen.appstate.edu/sites/facsen.appstate.edu/files/Fac%20Sen%20Minutes%20December%202014_1.pdf  
B. Approval of January 12, 2015 Faculty Senate Minutes. Available online at:  

(3:25 pm)  III. Visitors’ Reports
None

(3:30 pm)  IV. Provost’s Report

(3:45 pm)  V. Chair’s Report

(4:00 pm)  VI. Committee Reports (Committee Chair’s name is in bold print)

A. Academic Policies (Campbell, Crepeau, Ortiz, Osinsky, Wheeler, Zrull)
   No report.

B. Agenda Committee (Koch, Aycock, Erickson, Gates, Provost Aeschleman)
   No report.

C. Budget Committee (Dunston, Rice, Stallworth, Strazicich, Szeto)
   No report.

D. Campus Planning Committee (Frye, Hageman, Hester, Howard, Westerman)
   No report.
E. Campus Technology Committee (Fenwick, Mitchell, Murrell, Reed, Spaulding, Stokes)

No report.

F. Committee on Committees (Gates, Everhart, Morehouse, Oliver, Villanova, Weddell)

1. Gates: Elections

G. Faculty Governance Committee (Koch, Gates, Aycock, Hindman)

1. Koch: Handbook Change: Early Promotion and Tenure (See Appendix A)

2. Graduate AP&P (See Appendix B)

3. Additional Changes of Graduate AP&P is approved (See Appendix C)

4. Post Tenure Review Background (See Appendix D)

5. Post Tenure Review Handbook Language for Departmental Discussion (See Appendix E)

H. Faculty Welfare and Morale Committee (Benton, Erickson, Pitofsky, Pollitt, Reck, Stoddard)

No report.

I. Welfare of Students Committee (Gosky, Gross, Hamilton, Peterson-Sparks, Phillips, Stanovsky, West)

No report.

(4:30 pm) VII. Unfinished Business

(4:40 pm) VIII. New Business

A. Resolution from Faculty Assembly

Joint Statement

(See Appendix F)

Faculty Assembly Resolution

(See Appendix G)

(4:55 pm) IX. Adjournment
Appendix A

Current Language

3.8.5.13 An Assistant Professor may request review for promotion to Associate Professor with tenure one year earlier than the mandatory year.

Replace with:

An Assistant Professor who has demonstrated exceptional performance by exceeding departmental criteria during their probationary period may request review for promotion to Associate Professor with tenure one year earlier than the mandatory year…
Appendix B

7.3.4.9 Graduate Academic Policies and Procedures Committee

7.3.4.9.1 The Graduate Academic Policies and Procedures Committee formulates and recommends policies governing the administration of graduate studies and provides final faculty review of graduate curriculum proposals.

7.3.4.9.2 Members on the Graduate Academic Policies and Procedures Committee: 14 – 13 Faculty holding full graduate faculty status, excluding affiliate members, and one graduate student as voting members. The faculty voting members shall include at least one faculty member from each college or school offering graduate programs and the library, with additional faculty members to be based on the current proportion of full graduate faculty in the colleges or schools. The graduate student member shall be selected by the Graduate Student Association Senate (GSAS).

The ex-officio non-voting membership of the Graduate Committee shall include the Graduate Dean and Associate Dean, the Chair of the Undergraduate Academic Policies and Procedures Committee (or their designee), and one person from each of the following areas: dean’s office in each college/school, Registrar, Distance Education, Office of Research, Division of Enrollment Management, and Faculty Senate. The provost and executive vice chancellor, or his/her designee, will convene the first meeting and facilitate the selection of a chair, or co-chairs, from among the voting members of the committee.

7.3.4.9.3 Report to: the Provost and Executive Vice Chancellor

7.3.4.9.4 Areas of Responsibility: graduate curriculum, policies affecting graduate programs, appeals concerning academic matters coming from graduate programs in any college/school, department, members of the faculty or students and matters referred to it by the provost and executive vice chancellor or the Chancellor.

7.3.4.9.5 The Graduate Academic Policies and Procedures Committee will send its agenda to the entire faculty at least six days prior to a scheduled meeting.
Appendix C

If the addition of language for Graduate AP&P passes, then:

1. The Faculty Senate supports the renumbering of the components of Section 7.3.4 in the Handbook.

2. The Faculty Senate supports the alteration of language in other parts of the Handbook to reflect the addition of the Graduate AP&P.

3. The Faculty Senate supports the following method for replacement of the current membership of Graduate Council with membership of the new Graduate AP&P.

“Current members of the Graduate Council will continue as delegates to the Graduate AP&P until their terms expire. New members will be selected according to the rules for Graduate AP&P outlined in the Handbook.”
Appendix D

Background: Proposed Changes to Faculty Handbook 4.7 Post-Tenure Review

The Post Tenure Review Task Force was appointed in October 2014 to respond to a charge from UNC General Administration “that [the Provost] work with stakeholders on your campus to update your policies on the performance review of tenured faculty and submit to General Administration for approval by May 29, 2015.” This charge came in response to changes made by the UNC Board of Governors in June 2014 to “Performance Review of Tenured Faculty” UNC Policy 400.3.3.

Task Force members are Tony Calamai, Dean, Arts and Sciences; Mike Dotson, Professor, Marketing; Sue Edwards, Professor and Chair, Biology, Chair, Council of Chairs; Tracy Goodson-Espy, Professor, Curriculum and Instruction; Andy Koch, Professor, Government and Justice Studies, Faculty Senate Chair and Chair of Task Force; Brian Raichle, Associate Professor, TED; Mary Reichel, Special Assistant to the Provost; Allan Scherlen, Professor, Library; Bair Shagdaron, Professor, Music; and Dave Williams, Associate Professor, Nutrition and Health Care Management.

The attached proposal for revisions to Faculty Handbook 4.7 “Post-Tenure Review’ was approved by the Task Force on January 20, 2015 and revised and approved by the Governance Committee on January 22, 2015.

Relevant Policies

UNC Policy Manual 400.3.3 (Performance Review of Tenured Faculty); UNC Policy Manual 400.3.3.1[G] (Guidelines on Performance Review of Tenured Faculty); the ASU Faculty Handbook 4.7 Post-Tenure Review; and ASU “Post-Tenure Review Guidelines for Procedures. Faculty who undergo post-tenure review in 2014-15 will be evaluated under the current (new) policy and guidelines (400.3.3 and 400.3.3[G]).
Appendix E

Proposed Handbook Language

4.7 Post-Tenure Review (Approved by the PTR Task Force and Governance Committee)

4.7.1 Post-tenure review is a comprehensive, formal, periodic evaluation of cumulative faculty performance, the prime purpose of which is to ensure faculty development and to support and encourage faculty excellence. Post tenure review requirements can be found in the UNC Policy Manual 400.3.3 and 400.3.3.1[G].

4.7.2 In addition to the annual review for all faculty, described in section 4.3.2, each tenured member of the teaching faculty will be subject to a comprehensive, cumulative review on a regular and systematic basis, no less frequently than every five years. A review undertaken to decide on promotion qualifies as such a cumulative review.

This comprehensive review shall provide for the evaluation of all aspects of the professional performance of faculty, whose primary responsibilities are teaching, and/or research, and/or service. If faculty responsibilities are primarily in one or two of these areas, post-tenure review and resulting recommendations should take this allocation of responsibilities into account.

Faculty performance will be examined relative to the mission of the University, college, and program. Exemplary faculty performance will be recognized and rewarded. Because performance rewards are often part of the annual review process (described in section 4.3.2), the post-tenure review may provide additional support for this form of recognition.

Any academic year during which a tenured faculty member is on approved leave for more than twenty-five class days of the academic calendar or receives a total teaching-load reduction of more than six credit hours for medical or family reasons (6.2) or other adjustments of employment obligation (6.2.3) will not count for the post-tenure review five-year cycle unless the faculty member requests in writing to the departmental chair that it be counted. Such a request must be made within one calendar year following the end of the leave or course-load reduction.

4.7.3 At the beginning of the post-tenure review cycle, the faculty member shall develop with his/her department chair a five-year goal or plan. This plan can be modified annually by the faculty member, in consultation with the department chair, as deemed appropriate by changes in institutional, departmental, or personal circumstances. Annual performance evaluations should be considered as a component of post-tenure review, but alone are not a substitute for a comprehensive 5-year evaluation.

4.7.4 A post-tenure review committee for a department or academic unit will be elected by a vote of the tenured faculty in the department or academic unit. The tenured faculty will elect from among themselves three tenured faculty, who will serve staggered, non-renewable, three-year terms. The post-tenure review committee elects a chair from among its members. The tenured faculty will elect tenured faculty members to fill any vacancies each year. The tenured faculty may also fill vacancies caused by resignation or other contingencies.
In the event that there are not three tenured faculty in the department or academic unit, the tenured faculty will make nominations and will elect from among those nominated a tenured faculty member or members from an allied discipline to serve on the post-tenure review committee.

4.7.5 The campus will ensure that all members of post-tenure review committees and administrators have training and ongoing support available in how to perform a meaningful and unbiased review of the faculty member.

4.7.6 At the time of review, the faculty member under review will provide the committee with a brief one-page summary of their accomplishments over the previous five years and a current vita. The department chair will provide the review committee with copies of the faculty member’s annual reviews for the previous five years, and a copy of the faculty member’s five year plan.

4.7.7 After review of submitted materials, the post-tenure review committee shall provide to the faculty member being reviewed and the departmental chair a one page summary concerning its evaluation and shall designate the faculty member’s performance as “exceeds expectations,” “meets expectations,” or “does not meet expectations.” The summary with designations shall be provided to the faculty member and chair within fifteen (15) working days (barring extenuating circumstances) of receiving the materials. The post-tenure review committee’s feedback should include recognition for exemplary performance.

4.7.8 The faculty member under review may provide written responses to the post-tenure committee and chair’s reviews. A written response to the post-tenure review committee’s evaluation shall be submitted to the department chair within ten (10) working days (barring extenuating circumstances) after receipt of the committee’s evaluation, and will not be shared with the post-tenure review committee. A written response to the chair’s review may be submitted to the dean within five (5) working days (barring extenuating circumstances) after receipt of the chair’s review and will not be shared with the chair.

4.7.9 Department chairs shall provide a written review in addition to the review of the committee. The chair shall provide a written copy of his/her evaluative review to the faculty member within fifteen (15) working days (barring extenuating circumstances) from the time that the department chair receives the review committee’s summary or from the time that the faculty member provides his or her written response to the committee recommendation (see Section 4.7.8). The chair shall forward the candidate’s material, the post-tenure committee summary and recommendation, his/her recommendation, and faculty response, if any, to the dean within this same time period.

4.7.10 Deans shall provide an evaluative review in addition to the reviews conducted by the committee and the department chair. The dean’s review is cumulative and taken to be the final evaluation. This review will be shared with the faculty member within ten (10) working days (barring extenuating circumstances) from the time that the dean receives the chair’s and the committee’s written reviews or from the time that the faculty member provides his or her written response to the chair’s recommendation (see Section 4.7.10).

In cases where the dean functions as a department chair in an academic unit without departmental divisions, the higher administrative review will be performed by the provost.

4.7.11 All reviews must include a statement of the faculty member’s primary responsibilities and delineate specific strengths and weaknesses as they relate to the faculty member’s performance in teaching; scholarship and/or creative activities; and service.
4.7.12 The provost must certify that all aspects of the post-tenure review process for that year are in compliance with policies and guidelines.

4.7.13 Any faculty member who receives a “does not meet expectations” rating in the post-tenure review will be given the opportunity to improve performance. In consultation with the dean, the faculty member’s chair will: (a) consider the evaluation from the post-tenure review committee and the faculty member’s response; and (b) prepare a written individual professional development plan for the faculty member.

A specific timeline including steps for improvement must be included in the development plan, with a clear statement of consequences should improvement not occur within the designated time line. Consequences may include discharge or demotion for “sustained unsatisfactory performance” after the faculty member has been given an opportunity to remedy such performance and fails to do so within a reasonable time, pursuant to section 4.10.1.1 of the Faculty Handbook.

The chair is encouraged to assign one or more mentoring peers to the faculty member, and the chair must hold a progress meeting with the faculty member on at least a semi-annual basis during the specified time line. If the faculty member’s duties are modified as a result of a less than satisfactory rating, the development plan should indicate and take into account the new allocation of responsibilities.

History: Language revised and approved by Post-Tenure Review Task Force on 1/20/15. Language revised further and approved by Faculty Governance Committee on 1/22/15.
The University of North Carolina Board of Governors has decided to begin the process of leadership transition. The Board believes President Ross has served with distinction, that his performance has been exemplary, and that he has devoted his full energy, intellect and passion to fulfilling the duties and responsibilities of his office. This decision has nothing to do with President Ross’s performance or ability to continue in the office. The Board respects President Ross and greatly appreciates his service to the University and to the State of North Carolina.

The Board and President Ross have agreed that he will continue to serve with the Board’s full support until his resignation becomes effective January 3, 2016, or when his successor is in place, whichever is later. Though the timeline President Ross had for transition is different from that of the Board, he fully understands, appreciates and accepts the prerogative of the Board of Governors to select the president of the University. He has assured the Board of his full commitment to fulfilling the responsibilities of the presidency during the period of transition and to continuing to serve honorably and effectively the nation’s best public university, as well as the people of his home State of North Carolina.

The Board of Governors and the President have agreed that the January 2016 resignation date is appropriate to allow the Board to conduct a national search for the next president and to ensure an orderly transition of leadership. President Ross has also agreed to be available to advise and consult with the Board and University officials following his service as President, while he is on research leave preparing to join the faculty of the UNC-Chapel Hill School of Government.
Appendix G

Resolution Regarding the Transition in Leadership and Direction of the UNC System

Whereas:

Chairman John Fennebresque of the UNC System Board of Governors (BOG) in his press conference on 16th of January, 2015 suggested the need for a “transition in leadership” of the UNC system to move the University in new directions; and

Whereas:

The stated need for transition required the precipitous decision to replace Tom Ross as President of the University of North Carolina System; and

Whereas:

The UNC Faculty Assembly has observed President Tom Ross to exhibit exemplary, visionary and inclusive leadership of the UNC System; and,

Whereas:

President Tom Ross continues to lead the UNC System in the best interests of the University and all the people of the State of North Carolina, in a manner that:

- Ensures access to the University system to all qualified students; and
- Provides higher education to North Carolina’s citizens, regardless of race, ethnicity, or socioeconomic status, in a manner that is “as free as practicable,” by developing and protecting financial aid and tuition structures; and
- Attracts and retains the best faculty and staff for all UNC campuses; and
- Builds a strong leadership team at the UNC General Administration that works effectively with the BOG to develop and support the capacity of individual campuses to fulfill their missions in the context of the system; and
- Effectively manages the system’s complex budget during a period of drastically decreasing budgets; and
- Strengthens campus leadership by selecting Chancellors committed to academic excellence and the respective missions of the system’s diverse campuses; and
- Promotes a comprehensive liberal arts based education that prepares students for careers and lifelong learning; and
Whereas:

The UNC Faculty Assembly is deeply concerned that the precipitous decision to replace an acknowledged highly effective system leader will diminish the opportunities to attract and retain strong, effective and visionary leaders at all levels of the University system;

Therefore Be It Resolved:

That the Faculty Assembly of the University of North Carolina expresses its most sincere thanks and highest respect for the exemplary work and leadership of President Tom Ross; and,

Be It Further Resolved:

That the UNC Faculty Assembly strongly endorses the manner in which President Tom Ross continues to lead the University of North Carolina System; and

Be It Further Resolved:

That the UNC Faculty Assembly calls upon the Board of Governors to articulate the rationale for their stated need for a “transition in leadership,” a transition that implies a change in direction that has neither been discussed nor vetted with campus leadership, faculty, or the people of North Carolina.