

University Committee on Tenure and Promotion (UCTP) Annual Report for 2016-2017

August 7, 2017

i. Introduction

This document is the final report for the University Committee on Tenure and Promotion (UCTP) for 2016 - 2017. Presented is a summary of the activities of the committee during the time period spanning August 16, 2016 through August 15, 2017. During the academic year (fall and spring semesters), the UCTP met on most Wednesdays from 3 – 5 pm in Room 204 in the Thomas Cooper Library.

The UCTP was chaired by Alan S. Waldman, Department of Biological Sciences.

ii. Membership

Committee members

The membership of the UCTP is shown in Table 1 (Fall 2016) and Table 2 (Spring 2017) at the end of this document. Five members on the roster for Fall 2016 needed to be replaced for Spring 2017, as follows:

1. Subra Bulusu (on sabbatical from SEOE) was replaced by Tammi Richardson (Biological Sciences)
2. Mark Ferguson (appointed Chair of Management Science) was replaced by Doug Woodward (Economics)
3. Audrey Korsgaard (on sabbatical from Management) was replaced by Larry Durstine (Public Health)
4. Milind Kunchur (teaching conflict, Physics and Astronomy) was replaced by Scott Gwara (English Language and Literature)
5. Matt Thatcher (appointed Chair of Computer Science and Engineering) was replaced by Jijun Tang (Computer Science and Engineering)

Richardson and Woodward were selected by and voted on by the UCTP, while Durstine, Gwara, and Tang were appointed by the Provost's office.

Panel Membership

The 24 members of the UCTP were assigned to three review panels, each consisting of eight members. Panel 1 was chaired by Mohammad Ali (Electrical Engineering); panel 2 was chaired by Mark Ferguson (Management) during the Fall

2016 semester and by Mark Nagel (HRSM) during the Spring 2017 semester; panel 3 was chaired by Agnes Mueller (Languages, Literatures, & Cultures). Tenure and Promotion files were assigned to panels by Yvonne Dudley (Office of the Faculty Senate). As always, no file was assigned to a panel where there was a conflict of interest (e.g., applicant and panel member shared the same department, etc.). Files were also assigned in a way to maintain a balanced workload across panels.

During the Fall 2016 semester:

Panel 1 reviewed 16 files
Panel 2 reviewed 15 files
Panel 3 reviewed 15 files

During the Spring 2017 semester:

Panel 1 reviewed 13 files
Panel 2 reviewed 12 files
Panel 3 reviewed 14 files

In total, the UCTP reviewed 85 tenure and promotion files during the 2016-2017 academic year.

Subcommittees

The UCTP consists of four standing subcommittees. The Criteria and Procedures Subcommittee, comprised of member of panels 1 and 2, was chaired by Bonnie Drowniany (Journalism and Mass Communication). The Internal Rules Subcommittee, comprised of members of panel 3, was chaired by Agnes Mueller (Languages, Literatures, and Cultures). The Internal Nominations Subcommittee, comprised of all panel chairs and subcommittee chairs, was chaired by Alan Waldman. The Nominations Subcommittee, comprised of all outgoing members and the Faculty Senate Steering Committee, was chaired by Alan Waldman.

iii. Workgroups and Review of Tenure and Promotion Criteria

The Chair of the Criteria and Procedures Subcommittee, Bonnie Drowniany, oversaw the workings of five workgroups of three members each. These workgroups, comprised of members of panels 1 and 2, were charged with reviewing revised unit tenure and promotion criteria and procedures.

The following unit criteria and procedures ***received final approval by the UCTP*** during the 2016-2017 period:

1. Department of Chemistry
2. Department of English
3. School of the Earth, Ocean, and Environment
4. Department of Instruction and Teacher Education

The following revised unit criteria were returned from the respective unit and are currently ***awaiting final review and approval by the UCTP:***

1. School of Medicine, Criteria for Clinical Faculty (initially reviewed by UCTP during 2016-2017)
2. Department of Mathematics (initially reviewed by UCTP during 2016-2017)
3. Department of Electrical Engineering (initially reviewed by UCTP during 2015-2016)

The following unit criteria were reviewed by the UCTP during the 2016-2017 period, returned to the respective unit, and are ***awaiting further revision and approval by the unit before they are to be returned to the UCTP:***

1. Department of Anthropology
2. School of Medicine, Criteria for Basic Science Faculty
3. Department of Criminology and Criminal Justice
4. School of Visual Art and Design
5. School of Law
6. Law Library
7. Department of Theatre and Dance
8. Department of Physical Education
9. Department of Educational Leadership & Policies

The following unit criteria document was reviewed by the UCTP during 2015-2016, returned to the unit during 2015-2016, and is still ***awaiting further revision and approval by the unit before it is to be returned to the UCTP:***

1. Department of Religious Studies

iv. Tenure and Promotion Candidates

UCTP is charged with the important task of reviewing tenure and promotion applications and then voting for or against each application after the committee's full review of the file. The vote total of the UCTP membership constitutes UCTP's recommendation to the President regarding a tenure and/or promotion application. A majority of "yes" votes by the UCTP constitutes a positive recommendation.

During the Fall 2016 semester (mid-year cycle), the UCTP reviewed and voted on 46 tenure and promotion applications.

During the Spring 2017 semester (regular cycle), the UCTP reviewed and voted on 39 tenure and promotion applications.

UCTP's recommendation agreed with the Provost's recommendation in the vast majority of cases. The UCTP's and Provost's recommendations were discordant for only five out of the 85 cases reviewed during 2016-2017. For the cases where the UCTP and Provost recommendations were discordant, the UCTP,

Provost, and President met and discussed the cases prior to the President's making his final decisions.

v. Other Activities

Revisions to the UCTP Internal Rules and Guide to Units

A slightly revised version of the UCTP *Internal Rules and Procedures* ("*Internal Rules*") document was approved by the UCTP on April 19, 2017. In section IV.C.2, the procedure to be followed for an expedited review of a file was clarified. The pertinent text is as follows:

The presenter of the dossier is charged with writing a summary review justifying the decision to move forward with the positive recommendation. This summary review will be made available to the full UCTP via Blackboard by 5pm on the Friday following the panel meeting. An expedited file will not normally be discussed by the full UCTP unless any member of the full UCTP requests such a discussion. Such a request should be made by notifying the administrative coordinator in the Faculty Senate Office by 5pm on the Monday prior to the next full UCTP meeting. If such a request is made, the administrative coordinator will notify the UCTP by 10am on the Tuesday prior to the next UCTP meeting.

A few minor revisions were also made to the UCTP *Guidelines for Units: Preparing Criteria and Files* ("*Guidelines for Units*" or "*Goldenrod*") and the new document was approved by the UCTP on April 19, 2017. The changes consisted of:

- i. Referencing the correct, updated version of the Faculty Manual
- ii. Clarifying (in section III.A.6) that the candidate's secondary file is to be delivered directly to the Faculty Senate Office by the date that the primary file is electronically delivered to the Provost
- iii. Clarifying (in sections III.A.4 and III.C.1) that some flexibility in the format of the candidate's file (i.e., altering the precise format of tables in the template provided by the Provost) is allowed if it serves the overall aim of clarity

Orientation

On April 25, 2017, Alan Waldman (UCTP Chair) conducted workshops for 2017-2018 tenure and promotion candidates and for unit chairs. Dr. Terrie Smith (Assistant Provost for Faculty Affairs) was in attendance.

Election of Incoming UCTP Chair

On March 29, 2017, it was announced that DeAnne K. Hilfinger Messias (Nursing) will serve as UCTP Chair for the 2017-2018 academic year. There were

two candidates for this position, Drs. Messias and Nagel, and votes were cast securely via Blackboard.

vi. UCTP Roster for Fall 2017

UCTP Elected Members for Fall 2017

The UCTP Nominations Committee produced a slate of 10 full professor candidates for an election to determine the five elected members who will serve on UCTP during Fall 2017 through Spring 2018 period. The election was conducted in April, 2017. Based on the election results, the roster of elected UCTP members for Fall 2017 is the following, with newly elected members in **boldface**:

Maria Girardi (Mathematics) 2018
DeAnne Hilfinger Messias (Nursing) 2018
Robin Morris (Psychology) 2018
Tammi Richardson (Biological Sciences) 2018*
John Fitz Rogers (Music) 2018
Subra Bulusu (SEOE) 2019
Robert Cox (Political Science) 2019
Robert Johnson (Educational Studies) 2019
Sue Levkoff (Social Work) 2019
Christopher Williams (Chemical Engineering) 2019

Gail Barnes (Music) 2020

Jihon Liu (Public Health) 2020

Joseph Quattro (Biological Sciences) 2020

Esmail Jabbari (Chemical Engineering, Biomedical Engineering) 2020

Timothy Fry (Languages, Literatures and Cultures) 2020

*Dr. Richardson is a replacement for Carol Harrison (History) who will be on sabbatical

Appointed UCTP members for Fall 2017:

Josh Eagle (Law) 2018
Holly LaVoie (Medicine) 2018
Mark Nagel (HRSM) 2018
Audrey Korsgarrd (Management) 2019
Angela Liese (Epidemiology and Biostatistics) 2019
Jijun Tang (Computer Science and Engineering) 2019*

Three addition appointments will be made by the Provost's office

*Dr. Tang replaced Matt Thatcher during the Spring 2017 semester and has agreed to serve out Thatcher's term

Final Remarks

I would like to thank my colleagues for all of their diligent (uncompensated) work on the UCTP. I also must acknowledge the incredible help and support from Ms. Yvonne Dudley in the Faculty Senate office. She is truly a shining star. Dr. Terrie Smith in the Provost's office was also extraordinarily helpful and pleasant to deal with. Yvonne and Terri made life for this UCTP Chair a bit easier!

This report was prepared and submitted by:

Alan S. Waldman
Professor
Department of Biological Sciences
UCTP Chair 2016-2017

UCTP Roster, Fall 2016

Elected:

Bonnie Drewniany (Journalism) 2017
Mark Ferguson (Management) 2017
Venkat Lakshmi (SEOE) 2017
Srihari Nelakudti (Computer Science and Engineering) 2017
Alan Waldman (Biological Sciences) 2017
Maria Girardi (Mathematics) 2018
Carol Harrison (History) 2018
DeAnne Hilfinger Messias (Nursing) 2018
Robin Morris (Psychology) 2018
John Fitz Rogers (Music) 2018
Subra Bulusu (SEOE) 2019
Robert Cox (Political Science) 2019
Robert Johnson (Educational Studies) 2019
Sue Levkoff (Social Work) 2019
Christopher Williams (Chemical Engineering) 2019

Appointed:

Mohammad Ali (Electrical Engineering) 2017
Milind Kunchur (Physics and Astronomy) 2017
Agnes Mueller (Languages, Literatures, and Cultures) 2017
Josh Eagle (Law) 2018
Holly LaVoie (Medicine) 2018
Mark Nagel (HRSM) 2018
Audrey Korsgarrd (Management) 2019
Angela Liese (Epidemiology and Biostatistics) 2019
Matt Thatcher (Computer Science and Engineering) 2019

Members in boldface were replaced for the Spring 2017 semester. See further information on page 1 of this report under “committee members.”
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UCTP Roster, Spring 2016

Elected:

Bonnie Drewniany (Journalism) 2017
Doug Woodward (Economics)
Venkat Lakshmi (SEOE) 2017
Srihari Nelakudti (Computer Science and Engineering) 2017
Alan Waldman (Biological Sciences) 2017
Maria Girardi (Mathematics) 2018
Carol Harrison (History) 2018
DeAnne Hilfinger Messias (Nursing) 2018
Robin Morris (Psychology) 2018
John Fitz Rogers (Music) 2018
Tammi Richardson (Biological Sciences)
Robert Cox (Political Science) 2019
Robert Johnson (Educational Studies) 2019
Sue Levkoff (Social Work) 2019
Christopher Williams (Chemical Engineering) 2019

Appointed:

Mohammad Ali (Electrical Engineering) 2017
Scott Gwara (English Language and Literature)
Agnes Mueller (Languages, Literatures, and Cultures) 2017
Josh Eagle (Law) 2018
Holly LaVoie (Medicine) 2018
Mark Nagel (HRSM) 2018
Larry Durstine (Public Health)
Angela Liese (Epidemiology and Biostatistics) 2019
Jijun Tang (Computer Science and Engineering)

Members in boldface were replacements serving for the Spring 2017 semester.
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