

North Carolina A & T State University
Review of Post Tenure Review Policy

(A summary of changes made to the Post Tenure Review Policy based on General Administration’s mandates and the Faculty Senate.)

ISSUES	POLICY UPDATES
<p>1. Beginning on page 112 and continuing to at least page 117, there are frequent mentions of assigning “additional responsibilities” to certain faculty members who are rated as deficient in an area of responsibility. An example given indicates that more teaching may be assigned to a faculty member who is rated well in that area, but deficient in research. We assume that such a change would result in lesser expectations in research. If so, you may want to consider revising the terminology to something like “<i>alternative responsibilities</i>” to avoid any confusion that the faculty member retains full responsibility in the deficient area while taking on additional work in an area or strength.</p>	<p>In fall 2008, the Post Tenure Review (PTR) Policy was reviewed for compliance with the March 2008 amended guidelines which detailed required changes consistent with §400.3.3.1[G].</p> <p>Section I-Preamble of the PTR policy requires that this be reviewed every five (5) years. The last review occurred in 2004. Consequently, a Post Tenure Review task force was appointed to conduct a thorough review of this policy. This review included substantive edits, revised sections as well as a more succinct document. For example, the term “additional responsibilities” on pages 112-117 is no longer in the policy. The Post-Tenure Review policy was approved by the Faculty Senate on April 28, 2009 and will be submitted to the Board of Trustees at the September 2009 meeting.</p>
<p>2. Beginning on page 116 and continuing to page 120, there are frequent mentions that a faculty member may appeal a decision to impose sanctions. We recommend that you clarify the policy regarding what may be appealed. Clearly, when administration takes action to dismiss or impose other serious sanctions, the affected faculty member may appeal pursuant to Code 603. If the policy intends to permit an appeal prior to any administrative action, such as appealing a recommendation to impose sanctions, why provide an extra appeal? If the intent is only to permit appeals as described in Code 603, then the appeal language in the policy is ambiguous.</p>	<p>This section has been revised as a result of the extensive review conducted by the PTR Task Force. A faculty member has only one appeal. The faculty member can only appeal after the administrative sanction has been issued. <i>Pages 111-113.</i></p>
<p>3. On page 117, the third paragraph of Section D, at the end of the fourth line, states that the PDP assessment process ends at a point when it is determined that the PDP objectives have not been met, should a new PDP be implemented or should the existing PDP be revised under such circumstances?</p>	<p>This section has been revised as a result of the extensive review conducted by the PTR Task Force. The current policy states: When the outcome of the vote is that the faculty member has not satisfied the objectives of his/her PDP, the Dean's letter to the Provost/Vice Chancellor and the faculty member shall recommend an appropriate sanction. Any action shall be in compliance with the criteria and procedures for due process and for discharge or other disciplinary action established in Chapter VI of <u>The Code</u> of the University. The Provost/Vice Chancellor for Academic Affairs shall, by the third Friday in May, write a letter to the Dean supporting his/her recommended sanction or replacing it with an alternative sanction. The Provost/Vice</p>

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	Chancellor for Academic Affairs shall send a copy of his/her letter to the faculty member, the Department Chairperson, the chairperson of the PRC, and the Dean. The faculty member may appeal the sanction. (See the APPEAL section.) Page 112
4. On page 120, last paragraph, we recommend making it clearer that at this point, the full faculty grievance process becomes operative. By currently mentioning only the mediation it is unclear that any additional process is being provided.	This section has been revised as a result of the extensive review conducted by the PTR Task Force. The current policy states: For a grievance pertaining to this process prior to a discharge or imposition of other sanction, the full faculty grievance process becomes operative as prescribed in the Policy Manual of the University of North Carolina (<i>Grievances filed pursuant to Section 607 of <u>The Code</u></i>) and in the <i>Regulations on Academic Freedom, Tenure and Due Process</i> (Appendix B-2 of the <u>Faculty Handbook</u>). A discharge or imposition of other sanction may be appealed pursuant to Section 603 of The Code and in the Regulations on Academic Freedom, Tenure and Due Process (Appendix B-2) of the <u>Faculty Handbook</u>). Page 113
5. The required content of both a negative review and of a development plan is not fully set out in this policy. (See UNC Policy Manual 400.3.3.1 [G] 7 and 9.) Requirements were noted in your accompanying table, but did not include sufficient detail in the policy.	This section has been revised as a result of the extensive review conducted by the PTR Task Force. The current policy states: A negative review must include a statement of the faculty member's primary responsibilities and specific descriptions of shortcomings as they relate to the faculty member's assigned duties. The recommendations for the PDP shall be included in the report. The PRC will provide a copy of the report to the faculty member and the Department Chairperson. Page 108
6. The policy does not set out the requirement that it does not abrogate the due process protections of Chapter VI of <i>the Code</i> . Again, this requirement was noted in the table, but it must be stated expressly in the policy.	This section has been revised as a result of the extensive review conducted by the PTR Task Force. The current policy states: Department standards for post tenure review shall in no way abrogate the due process protections in Chapter VI of <i>the Code</i> or abridge the rights of the faculty member as described in the <i>Regulations on Academic Freedom, Tenure and Due Process</i> (Appendix B-2 of the <u>Faculty Handbook</u>). The University shall provide reasonable resources needed by the faculty to achieve the required level and quality of performance. Page 103
	Additional updates/rewritten sections completed for clarification.

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	<p>Section II.B Schedule of Evaluation. The policy now states: In accordance with UNC policy, faculty shall undergo Post Tenure Review (PTR) no less frequently than every five years following the awarding of permanent tenure. A successful review for promotion, after a faculty member receives tenure, satisfies the requirements for the faculty member's post tenure review. If the faculty member has an unsuccessful review for promotion, that faculty member shall undergo a PTR during the next academic year." – Page 103</p>
	<p>Section VII. Appeal The policy now states: For a grievance pertaining to this process prior to a discharge or imposition of other sanction, the full faculty grievance process becomes operative as prescribed in the Policy Manual of the University of North Carolina (<i>Grievances filed pursuant to Section 607 of The Code</i>) and in the <i>Regulations on Academic Freedom, Tenure and Due Process</i> (Appendix B-2 of the <u>Faculty Handbook</u>). A discharge or imposition of other sanction may be appealed pursuant to Section 603 of The Code and in the <i>Regulations on Academic Freedom, Tenure and Due Process</i> (Appendix B-2 of the <u>Faculty Handbook</u>). Page 113</p>