

# Report: UNC-Chapel Hill Task Force on Promotion and Tenure Policies and Practices

Office of the Executive Vice Chancellor and Provost



THE UNIVERSITY  
*of* NORTH CAROLINA  
*at* CHAPEL HILL

## ***PROVOST CHARGE to TASK FORCE***

- Investigate and make recommendations (49) on current promotion and tenure policies and practices across campus
- Study the impact of changing library relationship with journal publisher
- Provide statements and recommendations to give insight to improve promotion and tenure policies

## ***TASK FORCE RECOMMENDATION FOCI***

- Early Promotion & Tenure Decisions
- Management of External Offers & Promotion Review
- Recognizing Research Methodologists and Varied Funding Sources
- Timing of Permanent Tenure Actions
- Report of School-level Tenure Denials to the University
- Practice or Professional Tracks
- Search Waivers and Recruitment
- Fixed-Term Faculty
- Voting Process In-Person and Electronically
- Orienting Administrators and Faculty Members
- Under-Represented Minority Faculty Experiences
- Mentoring
- Impact of Changing Library Relationships with Journal Publishers

## ***TASK FORCE TIMELINE***

- Task Force met 10 times (Feb-May 2019)
- Discuss Draft Report with Provost (Aug 2019)
- Review by Stakeholders (Sept 2019-Feb 2020)
- Implementation Team
  - Present to Faculty Council Review (April 2020)
  - Endorsement from Board of Trustees (May 2020)
  - Distribute to Deans to implement at Schools (Aug 2020)

## ***SUGGESTED REVISIONS CAME FROM STAKEHOLDER MEETINGS:***

- Faculty Executive Committee
- Committee on Appointments, Promotions and Tenure
- Status of Women Committee
- Committee on Fixed-Term Faculty
- Administrative Board of the Library
- Council of Chairs, College of Arts and Sciences
- Department Chairs, Gillings School of Global Public Health
- Provost's Leadership Cabinet
- Senior Associate Deans Council
- Office of University Counsel

## ***MAJOR RECOMMENDED CHANGES:***

- Concept of “meet the mark” relative to early promotion
- Recognize prior academic career experience
- Spousal hiring as part of faculty retention
- Variable Track hiring
- Track Switches
- Undoing the 18 month rule
- Tracing tenure denials in units
- Clarifying criteria for promotion on professional or practice tenure tracks
- Dealing with searches that yield less than 5 applicants
- Guidelines for Fixed-term faculty term length, modifiers, notice of appointment ending
- Accounting for “invisible labor” on the cv
- Valuing scholarship with under-represented populations
- Annual faculty diversity report from the unit as part of the Dean’s annual review
- Mentee evaluation of mentors, choice in mentors

# ***TASK FORCE ROSTER***

Ronald P. Strauss, DMD, PhD, Executive Vice Provost –  
Chair \*

Travis J. Albritton, PhD, School of Social Work

Spencer R. Barnes, EdD, School of Media & Journalism \*

Ronald E. Bergquist, PhD, School of Information & Library  
Science

Stephen Crews, PhD, School of Medicine \*

Francesca R. Dillman Carpentier, PhD, School of Media &  
Journalism

Anne Fox, JD, Office of University Counsel \*

Jill V. Hamm, PhD, School of Education

Jonathan Hartlyn, PhD, College of Arts & Sciences \*

David A. Hofmann, PhD, Kenan-Flagler Business School

Stephen R. Hooper, PhD, Allied Health Sciences, School of  
Medicine

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Health

Erin Malloy, MD, Center for Faculty Excellence/School of  
Medicine

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Pharmacy

Mary-Rose Papandrea, JD, School of Law

Shielda G. Rodgers, PhD, RN, School of Nursing

Thomas H. Thornburg, JD, School of Government

Brandon S. Washington, MBA, JD, Equal Opportunity &  
Compliance Office

## *Academic Personnel Office Liaison*

Ann Lemmon, MBA, retired (February 2019)

Lachonya Thompson, MS (March–May 2019) \*

Note: \* Implementation Team (Jennifer DeNeal served but  
was not on the Task Force)



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