

May 22, 2024 at 11:30 a.m.
Via Videoconference and PBS North Carolina Livestream
UNC System Office
223 S. West Street, Room 1809 (18th Floor)
Raleigh, North Carolina

AGENDA

OPEN SESSION

- A-1. Approval of the Open Session Minutes of April 15, 2024..... Carolyn Coward
- A-2. General Updates for the CommitteeDarryl Bass and David English
- A-3. Performance Review of Tenured Faculty..... David English

CLOSED SESSION

- A-4. Approval of the Closed Session Minutes of April 15, 2024..... Carolyn Coward
- A-5. Executive Personnel Matter..... Peter Hans

OPEN SESSION

- A-6. Adjourn

Additional Information Available:

- Faculty Recruitment and Retention Fund Utilization Under Delegated Authority to the President Report
- President's Delegated Faculty Promotion and Tenure Conferral Report
- New University of North Carolina System Office and SAAO-I Appointments Under Delegated Authority to the President Report
- EHRA Salary Adjustment Pre-Authorizations Delegated to the President or His Designee Report (Closed Session Only)

Closed Session Motion

Motion to go into closed session to:

- Prevent the disclosure of information that is privileged or confidential under Article 7 of Chapter 126 of the North Carolina General Statutes, or not considered a public record within the meaning of Chapter 132 of the General Statutes.
- Consult with our attorney to protect attorney-client privilege.
- Consider the qualifications, competence, performance, or condition of appointment of a public officer or employee or prospective public officer or employee.

Pursuant to: G.S. 143-318.11(a)(1), (3), and (6).

DRAFT MINUTES

April 15, 2024 at 12:00 p.m.

Via Videoconference and PBS North Carolina Livestream

This meeting of the Committee on University Personnel was presided over by Chair Carolyn Coward. The following committee members, constituting a quorum, were present via videoconference: Temple Sloan, Sonja Nichols, Swadesh Chatterjee, and John Fraley.

Chancellors participating were Kelli Brown and Randy Woodson. Shayna Hill, chair of the UNC Staff Assembly, was also in attendance.

Staff members present included Darryl Bass, Mary Griffin Inscoe, and others from the University of North Carolina System Office.

1. Call to Order and Open Session Minutes (Item A-1)

The chair called the meeting to order at 12:00 p.m. on Monday, April 15, 2024, and reminded all committee members of their duty under the State Government Ethics Act to avoid conflicts of interest and appearances of conflicts of interest. The chair asked if there were any conflicts or appearances of conflicts with respect to any matter coming before the committee. No members identified any conflicts at the time. The minutes from the February 28, 2024, meeting were approved by unanimous consent.

2. Closed Session

The chair called for a motion to move into closed session.

MOTION: Resolved, that the Committee on University Personnel move into closed session to prevent the disclosure of information that is privileged or confidential pursuant to Article 7 of Chapter 126 of the North Carolina General Statutes [G.S. 143-318.11(a)(1)]; to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged [G.S. 143-318.11(a)(3)]; and to consider the qualifications, competence, performance, or conditions of appointment of a public officer or employee or prospective public officer or employee [G.S. 143-318.11(a)(6)].

Motion: Temple Sloan

Motion carried

THE MEETING MOVED INTO CLOSED SESSION AT 12:02 P.M.

(The complete minutes of the closed session are recorded separately.)

THE MEETING RESUMED IN OPEN SESSION AT 12:24 P.M.

There being no further business and without objection, the meeting adjourned at 12:24 p.m.

Sonja Nichols, Secretary

AGENDA ITEM

A-2. General Updates for the Committee..... Darryl Bass and David English

Situation:	The committee will hear updates on recent academic affairs and human resources activities.
Background:	The Committee on University Personnel reviews and makes recommendations to the University of North Carolina Board of Governors on issues supporting faculty, personnel, academic affairs, and human resources matters under the jurisdiction of the Board. The human resources and academic affairs divisions provide updates to the committee at every meeting on both annual and ad hoc work, including HR-related efforts during the pandemic, the review of tenured faculty, and annual salary guidance related to any legislatively supported salary raise process.
Assessment:	Information will be provided to the committee on recent updates in academic affairs and human resources at the University of North Carolina System Office and across the 17 institutions.
Action:	This item is for information only.

AGENDA ITEM

A-3. Performance Review of Tenured Faculty David English

Situation:	Report on the Performance Review of Tenured Faculty, or post-tenure review, encompassing the academic year 2022-2023.
Background:	The Board of Governors of the University of North Carolina adopted policy and guidelines for Performance Review of Tenured Faculty, or post-tenure review, in 1997, and strengthened them in 2014 and 2024 (Section 400.3.3 of the UNC Policy Manual, <i>Performance of Tenured Faculty (Post-Tenure Review)</i>) and subsequent revisions). Per the updated policy's purpose, "[t]he post-tenure review process at constituent institutions of the University of North Carolina is a cumulative, holistic, and comprehensive periodic evaluation of tenured faculty performance."
Assessment:	A total of 689 tenured faculty underwent performance reviews by their peers in academic year 2022-23, with 309 exceeding expectations (44.85 percent), 356 meeting expectations (51.67 percent), and 24 (3.48 percent) not meeting expectations. Of the 24 not meeting expectations, 17 received the designation for the first time. All raw numbers and percentages are within the range of historical norms.
Action:	This item is for information only.



**THE UNIVERSITY OF
NORTH CAROLINA SYSTEM**

PERFORMANCE REVIEW OF TENURED FACULTY REPORT

Academic Year 2022-23

May 22, 2024

University of North Carolina System
Raleigh, North Carolina

Introduction

The Division of Academic Affairs began collecting campus data on the outcomes of post-tenure review of faculty in 1988. The University of North Carolina Board of Governors adopted policy and guidelines for Performance Review of Tenured Faculty, or post-tenure review, in 1997, and strengthened them in 2014 and again in 2024, with a comprehensive update. This report and survey data were conducted utilizing the rules in place with the 2014 policy and guidelines, which “assure the continuing rigorous application of post-tenure review as intended by the Board of Governors” and are intended “to support and encourage excellence among tenured faculty” by:

- Recognizing and rewarding exemplary faculty performance;
- Providing for a clear plan and timetable for improvement of unsatisfactory faculty performance; and
- Providing for the imposition of appropriate sanctions, which may include a recommendation for discharge in the most serious cases, of those whose performance remains unsatisfactory.

The University of North Carolina System institutions developed their own policies and procedures within the Board of Governors’ requirements, which included the following:

- Ensuring a cumulative review no less frequently than every five years for each tenured faculty member;
- Involving peers as reviewers;
- Including written feedback to faculty members as well as a mechanism for faculty response to the evaluation; and
- Requiring individual development or career plans for each faculty member receiving less than satisfactory ratings in the cumulative review, including specific steps designed for improvement, a specified timeline for development, and a clear statement of consequences should improvement not occur within the designated timeline.

This report summarizes the outcomes of post-tenure reviews conducted during the 2022-23 academic year at the 15 UNC System institutions that grant tenure.¹ Key findings from the report:

- 689 tenured faculty underwent performance reviews conducted by their peers
 - 309 faculty were found to exceed expectations (44.85 percent)
 - 356 faculty were found to meet expectations (51.67 percent)
 - 24 faculty were found to not meet expectations (3.48 percent)
 - Of the 24 who did not meet expectations, 7 of those received that designation for two or more times
- The number exceeding expectations was 5.15 percentage points below AY2021-22
- The number who did not meet expectations is within historical norms

¹ The University of North Carolina School of the Arts and the North Carolina School of Science and Mathematics do not award tenure.

Outcomes of Performance Reviews

The UNC System collected data and information from the 15 institutions with tenure processes for the 25th year, and Table 1 includes information on the outcomes of post-tenure performance review for the past 10 years. During academic year 2022-23, System institutions found 24, or 3.48 percent, of reviewed tenured faculty members did not meet expectations based on criteria established by the Board of Governors and the individual institutions. While within the range of historic norms, the 2022-23 academic year represents the third highest percentage not meeting expectations in the past 10 years. Although above the 10-year average of 2.93 percent, the portion of those not meeting expectations falls very close to the past five-year average of 3.30 percent.

Table 1: Ten-Year Post-Tenure Review Trends, 2013-14 to 2022-23²

Year	# Faculty Reviewed	# of Faculty Not Meeting Expectations	% Not Meeting Expectations
2013-14	1,434	38	2.65%
2014-15	715	16	2.24%
2015-16	772	21	2.72%
2016-17	801	17	2.12%
2017-18	774	25	3.23%
2018-19	1,222	36	2.95%
2019-20	644	24	3.73%
2020-21	548	21	3.83%
2021-22	742	22	2.96%
2022-23	689	24	3.48%
10-Year Total	8,341	244	2.93%

Source: Survey of tenure-granting UNC institutions, annually; newest completed in February 2024

As in most cycles, tenured professors represented the majority of faculty reviewed (402, or 58.35 percent), with associate professors accounting for 40.93 percent (282). The institutions combined to review three assistant professors and two tenured professional librarians.

Table 2 shows the number of faculty found unsatisfactory in post-tenure performance reviews at each campus during the past 10 years.

² The overall faculty review numbers were higher in 2013-14 and 2018-19 due to East Carolina University's practice of its academic units reviewing tenured faculty in the same year every five years. This practice also accounts for ECU's higher numbers of faculty not meeting expectations (see Table 2) in those same years.

Table 2. Number of Faculty Not Meeting Expectations in Post-Tenure Reviews, 2013-14 to 2022-23

	2013- 14	2014- 15	2015- 16	2016- 17	2017 -18	2018- 19	2019- 20	2020- 21	2021- 22	2022- 23	Total Faculty Not Meeting Expectations
ASU	2	1	-	1	-	3	-	1	1	-	9
ECU	16	-	-	-	3	8	-	-	-	-	27
ECSU	1	-	-	-	-	-	-	-	1	-	2
FSU	1	-	-	-	1	-	2	-	1	2	7
NC A&T	3	3	-	-	1	-	-	-	2	6	15
NCCU	2	-	2	3	-	-	-	-	-	1	8
NCSU	4	2	5	3	6	12	10	14	8	6	70
UNCA	1	2	2	2	-	1	-	-	-	-	8
UNC-CH	5	4	8	4	6	6	7	2	3	4	49
UNCC	1	2	-	3	5	3	3	1	3	2	23
UNCG	-	-	-	-	-	-	-	-	-	-	-
UNCP	1	-	1	1	1	1	-	-	-	-	5
UNCW	1	1	-	-	-	-	1	1	1	-	5
WCU	-	1	2	-	2	1	-	1	1	2	10
WSSU	-	-	1	-	-	1	1	1	1	1	6
TOTAL	38	16	21	17	25	36	24	21	22	24	244

Twenty-four faculty of those reviewed did not meet expectations, with 12 each at the rank of professor and associate professor. Faculty members who receive “does not meet expectations” reviews work closely with their departments to make improvements and are reviewed annually until their performance is deemed to meet expectations. The department chairs, deans, and colleges closely monitor progress of these faculty, with the length of time of the improvement plan differing by institution, ranging between one to three years. Of the 24 faculty who did not meet expectations, 17 received this designation for the first time. NC State University accounted for six of the seven faculty members, two professors and four associate professors, who did not meet expectations for a second or subsequent year. The University of North Carolina at Chapel Hill accounted for the other (an associate professor) who did not meet expectations for multiple years.

Appendix A

2022-23 Post-Tenure Review Information by Institution

	ASU	ECU	ECSU	FSU	NC A&T	NCCU	NCSU	UNCA	UNC-CH	UNCC	UNCG	UNCP	UNCW	WCU	WSSU	TOTAL
1. Number of PTR conducted																
Tenured Professor	30	35	2	19	12	7	90	5	101	18	25	12	23	20	3	402
Tenured Associate Professor	7	44	3	6	19	14	29	1	84	19	21	8	9	9	9	282
Tenured Assistant Professor	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	3
Tenured Professional Librarians	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2
Total reviewed	38	79	5	25	31	21	119	6	185	37	46	21	33	31	12	689
2. Outcome																
Exceeded expectations	28	23	3	16	11	4	17	6	109	0	37	13	17	19	6	309
Met expectations	10	56	2	7	14	16	96	0	72	35	9	8	16	10	5	356
Did not meet expectations	0	0	0	2	6	1	6	0	4	2	0	0	0	2	1	24
Total	38	79	5	25	31	21	119	6	185	37	46	21	33	31	12	689
3. Faculty who did not meet expectations																
Did not meet expectations for the first time	0	0	0	2	6	1	0	0	3	2	0	0	0	2	1	17
Did not meet expectations for the second time or more	0	0	0	0	0	0	6	0	1	0	0	0	0	0	0	7
Total	0	0	0	2	6	1	6	0	4	2	0	0	0	2	1	24

Source: Survey of tenure-granting UNC institutions, February 2024