*Collegial Review Council Final Report, 2011-2012*

Members: Bob Adams, Tim Carstens, Karen Mason, David McCord, Libby McRae, Steve Miller (Spring 2012), Mack Powell, Bill Richmond (Fall 2011), John Sherlock, Kathy Starr, Wes Stone, Erin Tapley, Vicki Szabo (chair). *Please note that there was a change in CRC membership mid-year, as Bill Richmond stepped down from the Faculty Senate, and his seat was filled by Steve Miller.*

The Collegial Review Council spent AY 2011-2012 on two key issues: continuing adjustment and clarity in the dossier / application process and standards for tenure, promotion, reappointment, and post-tenure review; and collegiality. Focusing on Faculty Handbook sections 4.04 through 4.07, the Council was responsive to changes requested in the process for clarity and great coherence. These requests came from faculty, department heads and deans. The result of our academic year of work will be presented to the Board of Trustees in June 2012 for final approval.

*Resolutions (Passed):*

* Addition of collegiality to FH 4.04 C, to clarify the expectations on all faculty based on the UNC Code. This issue originated in a workshop in AY 2010-2011 and was rejected as an issue of concern by the CRC during that academic year. The issue returned to us in August 2011, and was the subject of several CRC meetings over the course of AY 2011-2012. The CRC presented a resolution to the Faculty Senate on collegiality in November 2011, which was returned to the council for revision. The revision to the resolution was brought back to the Faculty Senate in April 2012, where it was approved by the Senate for inclusion within the Faculty Handbook.
* A Collegial Review Council Task Force (chaired by Libby McRae and David McCord; task force membership included Robert Crow, Brian Gastle, Bruce Henderson) successfully authored a resolution and document that created a new University Standard for Teaching Effectiveness and Evaluation of Teaching. This new standard will replace the seven dimensions of teaching in the Faculty Handbook and DCRDs. The Faculty Senate approved this resolution in Fall 2011.
* Revision to the Emeritus status process, FH 4.11. AY 2011-12 was the first year of a new Emeritus status application process, and the CRC responded to requests from the UCRC and Office of the Provost with respect to clarifying how these applications are received and voted on at all levels, but also with respect to the information provided in the applications. This resolution went to the Faculty Senate twice, as the resolution was sent back for additional clarification in Spring 2012.
* The CRC also passed a resolution that requires a majority vote for positive recommendation in collegial review actions for Department, College, and University collegial review committees (FH 4.04 E 3f, 4g, 5c).
* Various revisions to the Faculty Handbook:
  + Clarified date of faculty response to AFE (FH 4.04 D5)
  + Clarified process / vote for applications versus dossiers at the college level (FH

4.04 E 4a, e, h; 4.06 B).

* + Mandated return of AA-12 copies / forms to candidate, department head, deans

(FH 4.04 E 12)

* + Clarified process to nominate faculty for collegial review committees in

departments and colleges with an insufficient number of tenured faculty members (FH 4.07 D 2 d).

* + Clarified language and criteria for early tenure and promotion (FH

4.07 A 3 & 6).

*Completed items (Not resolutions):*

* The Council responded to, but declined to act upon, a number of requests from faculty

or Deans, including: double-voting (department / college / university committees with overlapping membership); inclusion of CVs in reappointment applications; fully elected (not appointed) collegial review committees.

* With the Office of the Provost, produced minor revisions of the Guidelines for

Applications / Dossiers, the AA-12, the AA-13.

*Items discussed with no resulting action:*

* Abstentions in Collegial Review actions – the CRC did not have adequate time to

complete a resolution on this issue. For AY 2011-2012, we asked the Provost’s Office to communicate with the Council of Deans on this matter, encouraging Colleges to develop guidelines regarding abstention votes. The CRC will pick this matter up next year and hopefully produce some guidelines for collegial review committees.

* Request from faculty member regarding promotions for term /non-tenured faculty –

discussion in council and among Senate leadership. This item will be followed up by FAC or CRC.

* Council discussed modification of dissemination of vote count in the event of

unanimous voting on collegial review actions. In the event of unanimous negative vote, collegial review committee members do not have confidentiality in their vote, and may suffer some consequences for their service on these committees. The Council, while sympathetic regarding this issue, did not feel the vote count should be withheld from candidates, and that in such cases, confidential voting cannot be maintained. The Faculty Handbook was modified to acknowledge this issue.

*Items in progress / upcoming issues for AY 2012-2013*

* Clarify hearing / grievance process in the summer
* CRC Chair will produce a short (1 page) handout and bibliography on collegiality for

DHs / Deans

* Investigate use of Digital Measures or other software in collegial review process
* Abstention in collegial review voting
* Composition of CRC membership – appointed versus elected
* Various clarifications requested by UCRC (as included in final meeting minutes of CRC).

Respectfully submitted,

Vicki Szabo

CRC Chair

25 May 2012