

Annual Report
University Committee on Appointments, Promotions, and Tenure
November 1, 2005

The University Committee on Appointments, Promotions, and Tenure (APT) provides a final campus-wide faculty review of all recommended tenure-track promotions and tenure decisions before the Provost forwards the recommendations to the Chancellor and subsequently to the Board of Trustees. The committee also reviews recommended appointments of candidates from outside the University to tenure-track Associate Professor or Professor positions, with or without tenure. The committee was created in 2003 to carry out the APT review that was previously done by the Chancellor's Advisory Committee. The committee reports to and is advisory to the Provost.

- 1) Since our previous report in January 2005:
- 2) The Committee reviewed all recommended APT actions for tenure-track faculty at the level of Associate Professor, Full Professor, or Distinguished Professor, and made recommendations to the Provost for or against approval of each action. During the year 2005 to date, the committee reviewed 102 recommendations for appointment as Associate Professor or Professor, promotion to Associate Professor or Professor, and/or awarding tenure at the Associate Professor or Professor level. The committee voted to recommend approval for 95 actions and voted against recommending approval for four actions. In three cases, the committee returned a dossier to the originating department with a request for additional information to be supplied before the committee took a vote. For two of those cases, the committee voted to recommend approval of the action after reviewing the resubmitted dossier; the third such case is still pending. The committee also reviewed 35 recommendations for designation of Distinguished Professors, and voted to recommend approval of all of them.
- 3) In order to improve our understanding of the criteria used in evaluating scholarship in different units, we have met with the Deans or Associate Deans of several units, especially those units in which scholarly activity is not typically demonstrated or assessed by publication in books or academic journals.
- 4) We have answered questions from department chairs and others about the newly defined requirements for outside letters of evaluation, which apply to all appointment, promotion, and tenure decisions except those at the initial assistant professor level and at the re-appointment as assistant professor without tenure level (The APT Committee does not review the latter two types of appointment). In some cases, the wording describing those requirements has been modified and clarified as a consequence of our discussion of those questions. The current requirements are described on the Web page of the Provost's Office (http://www.unc.edu/provost/news/effective_promotion_&_tenure_dossier.pdf).
- 5) We have discussed and modified some of our own procedures in order to avoid bias, either actual or perceived, in our consideration of any candidates. Committee members do not vote on APT actions for faculty members from the

Committee member's own department; this restriction has been in place since the Committee was established. This year, we have added the additional restriction that Committee members must leave the meeting room during the discussion of an APT action from a Committee member's department.

Respectfully submitted,

APT Committee:

Jonathan Wahl
James Donohue
Mark Fraser
Lawrence Kupper
Laurie Langbauer
Melissa Saunders
Thomas Clegg
Howard Reisner
Barbara Mark
Clayton Koelb
Margaret Leigh
Janne Cannon, Chair