University Committee on Tenure and Promotion (UCTP) Annual Report for 2015-2016

August 17, 2016

1   Introduction

This document is the final report of the 2015-2016 University Committee on Tenure and Promotion (UCTP). It describes the activities of the committee during its term from August 16, 2015 to August 15, 2016. During the academic year (fall and spring semesters), UCTP met on most Wednesdays from 1400-1600 in Room 204 in the Thomas Cooper Library.

UCTP was chaired by Marco Valtorta (Department of Computer Science and Engineering).

2   Membership

2.1   Committee Members

The members of UCTP are shown in Table 1 (Fall 2015) and Table 2 (Spring 2016), located at the end of this document. Three members of the Fall 2015 committee needed to be replaced for Spring 2016 (see Table 1):

1. Ronnie Horner (became Associate Dean for Clinical Public Health in Arnold School of Public Health)

2. Milind Kunchur (had a Spring 2016 teaching conflict)

3. Mark Nagel (was on sabbatical in Spring 2016).

The Spring 2016 replacements were Josh Eagle, Cary Mock, and Delia West, respectively (see Table 2). All of them were appointed by the Provost's Office.

2.2   Panel Memberships

The 24 members of UCTP were assigned to three panels, each consisting of 8 members. Panel 1 was chaired by Christopher Rorden. Panel 2 was chaired by Sherry Thatcher. Panel

3 was chaired by Camelia Knapp. Tenure and promotion (TP) files were assigned to the panels by the Chair and Yvonne Dudley (Office of the Faculty Senate). No file was ever assigned to a panel where there was a conflict of interest (e.g., applicant and panel member shared the same department, etc.). In addition, TP files were assigned in a way to maintain a balanced workload across the panels. During Fall 2015,

- Panel 1 reviewed 7 files

- Panel 2 reviewed 7 files

- Panel 3 reviewed 7 files.

During Spring 2016,

- Panel 1 reviewed 8 files

- Panel 2 reviewed 11 files

- Panel 3 reviewed 10 files.

UCTP reviewed a total of 50 new files during the 2015-2016 academic year. In addition, the UCTP reviewed two files remanded by the President for reconsideration in Fall 2015.

2.3 Subcommittees

UCTP consists of four standing subcommittees. The Internal Rules Subcommittee consisting of eight members was chaired by Thomas Hebert. The Criteria and Procedures Subcommittee was chaired by Larry Wyatt. The Internal Nominations Subcommittee consisting of all panel chairs and subcommittee chairs was chaired by Marco Valtorta. The Nominations Subcommittee consisting of all outgoing members and the Faculty Senate Steering Committee was chaired by Marco Valtorta.

2.4 Work Groups

The Chair of the Criteria and Procedures Subcommittee (Larry Wyatt) also oversaw the workings of five workgroups. Members of these workgroups are those in Panels 1 and 2. These workgroups were in charge of examining revisions of unit criteria and procedures. Unit Criteria and Procedures that were **APPROVED** by UCTP are as follows:

1. College of Social Work (Approved November 11, 2015)

2. School of Music (Approved February 24, 2016)

Unit Criteria and Procedures that were examined by UCTP and currently under revision by the unit, hence **CURRENTLY PENDING**, are as follows:

1. Department of Anthropology (Received February 2, 2016)

2. Department of Chemistry and Biochemistry (Received November 11, 2014)

3. Department of Criminology and Criminal Justice (Received February 2, 2016)

4. Department of English (Received November 9, 2015)

5. Department of Electrical Engineering (Received March 17, 2015)

6. School of the Earth, Ocean, and the Environment (Received January 8, 2016)

7. Department of Mathematics (Received February 3, 2016)

8. School of Medicine Basic Science Unit (Received April 3, 2015)

9. School of Medicine Clinical Unit (Received June 7, 2016)

10. College of Pharmacy (Received November 14, 2012; tabled due to college reorganization issues)

11. Department of Physical Education and Athletic Training (Received January 8, 2016)

12. Department of Religious Studies (Received October 20, 2015)

13. Department of Theatre and Dance (Received February 9, 2016)

3 Tenure and Promotion Candidates

UCTP is charged with reviewing tenure and promotion (TP) applications and then voting for or against each application after the committee's full review of the file. The vote total of the UCTP membership constitutes UCTP's recommendation to the President regarding a tenure and/or promotion application.

- During Fall 2015 (mid-year cycle), UCTP reviewed and voted on 21 TP applications.

- During Spring 2016 (regular cycle), UCTP reviewed and voted on 29 TP applications.

UCTP's recommendation disagreed with the Provost's recommendation in 2 cases (2 during Fall 2015). For cases where the UCTP and Provost recommendations were discordant, UCTP, the Provost, and the President met and discussed the cases prior to the President making his final decisions. The UCTP, the Provost, and the President met in Spring 2016, even though there were no cases of disagreement.

4 Other Activities

4.1 Revising the Internal Rules and Guide to Unit Documents

A new version of the UCTP *Internal Rules and Procedures* ("*Internal Rules*") document was approved on February 10, 2016. Three changes were made. The first and major change in the new version is the possibility of a panel to recommend that a file be processed by an expedited review (sections IV.C.2 and 4). In the case of expedited review,

The presenter of the dossier is charged with writing a summary review justifying the decision to move forward with the positive recommendation. This summary review will be made available to the full UCTP via Blackboard two days before the following UCTP meeting. Any member of the full UCTP may request that a file not be considered for expedited review.

The second change is the clarification of the definition of positive and negative recommendations (section IV.E). A positive UCTP recommendation requires a majority of "FOR" votes; otherwise, the recommendation is negative. The third change is the replacement of "department" with "unit" in the Introduction (section I).

A new version of the UCTP *Guidelines for Units: Preparing Criteria and Files* (*"Guidelines for Units"*) was approved on March 16, 2016. The major change in the new version is the consistent use of "unit" or "tenure unit" and of "unit administrator" throughout. The previous version referred improperly to "department chairs" as heads of non-departmentalized tenure units.

4.2 Orientation

On April 26, 2016, Marco Valtorta (UCTP Chair) conducted a workshop for 2016-2017 tenure and promotion (TP) candidates and unit chairs. Alan Waldman (UCTP Chair-elect) also attended the workshop and helped to field questions by the candidates and chairs. Drs. Terrie Smith (Director of Faculty Services, Provost's Office) and Lacy Ford (Senior Vice Provost) were also in attendance. The presentations (one for the candidates; one for the unit chairs) were placed on the Provost's TP web site, located at `www.sc.edu/tenure`, in the T&P Orientation section.

4.3 UCTP Election/Newly Elected Members

The UCTP Nominations Committee came up with a slate of 10 full professor candidates for an election to determine the five elected members who will serve on UCTP during Fall 2015–Spring 2018. Ballots were sent out to all university faculty on April 22, 2016; the election concluded April 29, 2016. The newly-elected members of UCTP were chosen to be the top five vote-getters from the ballots (out of the 10 candidates):

1. Sue Levkoff (College of Social Work)

2. Robert Cox (College of Arts and Sciences; Department of Political Science)

3. Christopher Williams (College of Engineering and Computing; Department of Chemical Engineering)

4. Subrahmanian Bulusu (College of Arts and Sciences; Department of Earth, Ocean, and the Environment)

5. Robert Johnson (College of Education; Department of Educational Studies).

4.4 Newly Appointed Members

Alan Waldman (UCTP Chair-elect, 2016-2017) worked with the Provost's Office to identify potential candidates to serve as an appointed member for Fall 2016–Spring 2019. The three appointed members are:

1. Audrey Korsgaard (School of Business; Department of Management)

2. Angela Liese (School of Public Health; Department of Epidemiology and Biostatistics)

3. Matt Thatcher (College of Engineering and Computing; Department of Computer Science and Engineering)

5 Incoming UCTP Chair

During the last meeting of UCTP (April 13, 2016), it was announced that Dr. Alan Waldman (Biological Sciences) would become the UCTP Chair for the 2016-2017 academic year. There were two candidates: Dr. Waldman and Dr. Venkat Lakshmi (Earth and Ocean Sciences), who gave position statements at the meeting of March 30, 2016. Voting took place by encrypted ballots.

6 Final Remarks

On a personal note, it was a great pleasure to serve the UCTP in the last three years. As noted by previous chairs, this is a time-consuming committee, but the activities of the UCTP are of great importance for the effective operation and progress of our university. The members of the UCTP worked with great care and diligence. One of our rewards is witnessing the excellence of many colleagues throughout the university.

I would like to acknowledge the excellent support by the Faculty Senate staff. Many thanks are due to Ms. Yvonne Dudley personally and on behalf of the whole committee. Her professionalism, dedication, and wisdom are greatly appreciated. Cassidy Shakelford joined the Faculty Senate staff in mid-year and contributed especially in producing the ballot for UCTP candidates.

Prepared and respectfully submitted by:

Marco Valtorta
Professor
Department of Computer Science and Engineering
UCTP Chair 2015-2016

Table 1: UCTP roster list: **August 16, 2015–December 31, 2016**. Members shown bolded were replaced for the spring semester; see Section 2.1.

Elected	
1. Larry Durstine (2016)	Exercise Science (School of Public Health)
2. Camelia Knapp (2016)	Earth and Ocean Sciences (College of Arts and Sciences
3. Christopher Rorden (2016)	Psychology (College of Arts and Sciences)
4. Marco Valtorta (2016)	Computer Science and Engineering (College of Engineering
5. Larry Wyatt (2016)	Music
6. Bonnie Drewniany (2017)	Journalism and Mass Communications (College of Informat
7. Mark Fergusoni (2017)	Management Science (School of Business)
8. Melayne McInnes (2017)	Economics (School of Business)
9. Srihari Nelakuditi (2017)	Computer Science and Engineering (College of Engineering
10. Alan Waldman (2017)	Biological Sciences (College of Arts and Sciences)
11. Maria Girardi (2018)	Mathematics (College of Arts and Sciences)
12. Carol Harrison (2018)	History (College of Arts and Sciences)
13. DeAnne Hilfinger Messias (2018)	College of Nursing
14. Robin Morris (2018)	Psychology (College of Arts and Sciences)
15. John Fitz Rogers (2015)	School of Music
Appointed	
1. Thomas Hebert (2016)	Educational Studies (College of Education)
2. Lorne Hofseth (2016)	College of Pharmacy
3. Sherry Thatcher (2016)	Management (School of Business)
4. Mohammod Ali (2017)	Electrical Engineering (College of Engineering and Comput
5. **Milind Kunchur** (2017)	Physics and Astronomy (College of Arts and Sciences)
6. Agnes Mueller (2017)	Languages, Literatures, and Cultures (College of Arts and S
7. **Ronnie Horner** (2018)	Health Services Policy and Managemet (School of Public He
8. Holly LaVoie (2018)	School of Medicine
9. **Mark Nagel** (2018)	College of Hospitality, Retail, and Sport Management

Table 2: UCTP roster list: **January 1, 2016–August 15, 2016**. Replacements are indicated in bold; their term is for one semester only.

Elected	
1. Larry Durstine (2016)	Exercise Science (School of Public Health)
2. Camelia Knapp (2016)	Earth and Ocean Sciences (College of Arts and Sciences
3. Christopher Rorden (2016)	Psychology (College of Arts and Sciences)
4. Marco Valtorta (2016)	Computer Science and Engineering (College of Engineering
5. Larry Wyatt (2016)	Music
6. Bonnie Drewniany (2017)	Journalism and Mass Communications (College of Informat
7. Mark Fergusoni (2017)	Management Science (School of Business)
8. Melayne McInnes (2017)	Economics (School of Business)
9. Srihari Nelakuditi (2017)	Computer Science and Engineering (College of Engineering
10. Alan Waldman (2017)	Biological Sciences (College of Arts and Sciences)
11. Maria Girardi (2018)	Mathematics (College of Arts and Sciences)
12. Carol Harrison (2018)	History (College of Arts and Sciences)
13. DeAnne Hilfinger Messias (2018)	College of Nursing
14. Robin Morris (2018)	Psychology (College of Arts and Sciences)
15. John Fitz Rogers (2015)	School of Music
Appointed	
1. Thomas Hebert (2016)	Educational Studies (College of Education)
2. Lorne Hofseth (2016)	College of Pharmacy
3. Sherry Thatcher (2016)	Management (School of Business)
4. Mohammod Ali (2017)	Electrical Engineering (College of Engineering and Comput
5. **Josh Eagle**	School of Law
6. Agnes Mueller (2017)	Department of Languages, Literatures, and Cultures (Colleg
7. **Cory Mock**	Department of Geography (College of Arts and Sciences)
8. Holly LaVoie	School of Medicine
9. **Delia West**	Exercise Science (School of Publich Health)