June 9, 2014

The University Council Personnel Committee met five times during the academic year 2013-2014.

SABBATICAL LEAVES

The University was entitled to award up to 53 sabbatical leaves from the academic year 2013-2014. The committee received a total of 38 sabbatical leave requests from the colleges and other units, reviewed them, and recommended that 38 be granted. Based on the recommendation of the committee, the University recommended to the Board of Trustees that 38 faculty be granted sabbatical leaves. There were no supportive professional staff sabbatical leave requests submitted from the academic year 2013-2014.

TENURE

Tenure and Promotion from Assistant Professor to Associate Professor ................................. 33
Tenure and Promotion from Assistant Professor to Professor .................................................... 1

The Provost received 34 tenure cases for consideration from the colleges and the University Libraries. In 33 cases, the recommendations supporting tenure were approved at the college and department level. Included in those 33 cases, there were five applications involving early tenure, all of which were supported at the college and department level. Also included was one recommendation for tenure and promotion from assistant professor to professor which was supported unanimously at the college and department level.

The one remaining application for a faculty member for tenure and promotion from assistant to associate professor was a split decision in which the department approved the recommendation and the college denied the request, however, approved by the dean. The UCPC rendered a decision to approve the faculty member for tenure and promotion to associate professor.

As a result of the above actions, the UCPC recommended 34 faculty members, and the Provost recommended tenure for 34 faculty members.
PROMOTION

Promotion Only from Assistant Professor to Associate Professor ............................................. 3
Promotion Only from Associate Professor to Professor ........................................................... 18

The Provost received three promotion applications for consideration from assistant professor to associate professor and 18 applications of promotion to professor for consideration. The three promotion applications from assistant professor to associate professor were for clinical faculty in the College of Law. All applications received unanimous support at the college and department levels.

The UCPC and the Provost recommended that three faculty members be promoted to the rank of associate professor and 18 faculty members be promoted to the rank professor.

OTHER ACTIVITIES

Other activities of the UCPC during 2013-2014 academic year include the following:

- The UCPC approved the special hearing panel as required by the Bylaws.
- The UCPC approved the College of Liberal Arts and Sciences Faculty Workload Policy.
- The UCPC requested and reviewed legal opinion as to whether there is anything prohibiting UCPC from considering a recommendation for promotion of a faculty member from assistant professor to professor.
- The UCPC requested and reviewed legal opinion as to whether UCPC is restricted from viewing the vote record for promotion and tenure applications.
- The UCPC requested and reviewed legal opinion as to the process that UCPC should follow when a faculty recommendation for promotion and tenure is a split decision at the department and college level.
- The UCPC approved the revised College of Health and Human Sciences Personnel Policies and Procedures via electronic vote.

Respectfully submitted,

Lisa C. Freeman
Executive Vice President and Provost