

Welcome to the PTRM Workshop

Spring 2018

AGENDA

- 10:00 a.m. **Check-In & Registration**
- 10:05 a.m. **Provost's Report, Introduction of Committees, Q&A**
Dr. Timothy J. L. Chandler, Provost & Executive VP for Academic Affairs
- 10:25 a.m. **UPTRM Committee Report**
Dr. Mary Lashley, Professor & UPTRM Committee Chair
- 10:40 a.m. **ART Update & Round Table Discussions**
Dr. S. Maggie Reitz, Vice Provost
- 11:30 a.m. **Table Reports**
Dr. S. Maggie Reitz, Vice Provost
- 11:40 a.m. **Concluding Remarks**
Dr. Timothy J. L. Chandler, Provost & Executive VP for Academic Affairs

GOAL OF FACULTY EVALUATION PROCESS

“...is to enhance students learning and to address the mission and vision of the University, college, and/or department.” The University “shall maintain a foundation of resources to support the faculty in its evaluation role,” both as individuals and to support the evaluative structure.

(TU Policy on Appointment, Rank, and Tenure of Faculty, p.3-36)

FACULTY DEVELOPMENT RELATIVE TO PTRM PROCESS

According to the current ART policy,

- Resources shall be provided “University-wide through the Division of Academic Affairs and through other appropriate units ... as well as through departmental and college-based programs.”
- “Within the second semester of the Academic Year, the Office of the Provost shall provide a workshop addressing PTRM issues.” (p. 3-36)

PROVOST'S REPORT

SUCCESS RATES

- Tenure
- Promotion to Full Professor
- Librarian Promotions
- Adjunct Promotions
- Five-Year Reviews

TENURE

Tenure Only

2 (approved) / 2 (requested) **100%**

Tenure with Promotion to Associate

30 (approved) / 30 (requested) **100%**

PROMOTION TO CLINICAL ASSOCIATE PROFESSOR

1 (approved) / 2 (requested)

50% (one withdrew)

PROMOTION TO FULL PROFESSOR

21 (approved) / 24 (requested)

88% (one withdrew)

LIBRARIAN PROMOTIONS

Permanent Status

4 (approved) / 4 (requested) **100%**

Librarian II

1 (approved) / 1 (requested) **100%**

Librarian IV

1 (approved) / 1 (requested) **100%**

ADJUNCT PROMOTIONS

Adjunct II

12 (approved) / 12 (requested)

100%

Adjunct III

32 (approved) / 32 (requested)

100%

FIVE YEAR REVIEWS

Accepted/Requested

45 / 58

79%

Resubmitted Review Required/Requested

11 / 58

19%

PDP Required/Requested

2 / 58

3%

Q&A

RECOGNITION OF COMMITTEES

UPTRM COMMITTEE REPORT

ART DOCUMENT REVISION UPDATE

COMMITTEE CHARGE

Reviewing, in detail, the procedures governing the faculty personnel actions related to promotion, the granting of tenure and permanent status within the current ART Policy document.

COMMITTEE CHARGE

Offering recommended revisions to the aforementioned procedures using feedback gathered from the PTRM Workshops and past leadership programs, as well as other feedback solicited by the committee from other relevant sources.

COMMITTEE CHARGE

Providing opportunity for feedback from shared governance bodies on draft recommended revisions prior to final submission of a final document to the Provost.

GUIDING PRINCIPLES

- Simplify and clarify
- Promote equity through uniformity
- Prepare for electronic process
- Focus on faculty development and evaluation
- Emphasize confidentiality
- Detail roles, responsibilities, and rights of faculty members

DOCUMENT WORK IN PROGRESS

ART Policy

- Revision of full professor rank description
- Revision of emeritus language

DOCUMENT WORK IN PROGRESS

Appendix I: Towson University Faculty and Professional Librarian Hiring Procedures

Appendix II: Procedures and Criteria for Librarian Evaluation, Promotion, and Permanent Status

DOCUMENT WORK IN PROGRESS

Appendix III

- General principles
- Streamlining of evaluative portfolio and making consistent for ranks over time
- Definition of Scholarship
- Consistent use of terminology (i.e., evaluative portfolio)
- Emphasis on confidentiality
- Removal of SENTF and replace with new version of AR
- Mandated review of ART by the Provost every 5 years by a diverse and inclusive committee with mandatory membership from senate, AAUP, chair, dean, and each faculty rank

ROUND TABLE TOPICS

1. What are your points of anxiety and confusion regarding the current ART document?
2. Please share best practices from your department and college PTRM committee processes (e.g., diversity hiring, support of junior faculty, department formal mentorship programs).

ROUND TABLE REPORTS & CONCLUDING REMARKS

Thank you for attending the PTRM Workshop

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