

University Committee on Tenure and Promotion (UCTP) Annual Report for 2014-2015

August 13, 2015

1 Introduction

This document is the final report of the 2014-2015 University Committee on Tenure and Promotion (UCTP). It enumerates and describes the activities of the committee during its term from August 16, 2014 to August 15, 2015. During the academic year, UCTP met on most Wednesdays from 3-5pm in Room 204 in the Thomas Cooper Library.

UCTP was chaired by Satish Jayachandran (Department of Marketing) from August 16, 2014–December 31, 2014 and by Joshua Tebbs (Department of Statistics) from January 1, 2015–August 15, 2015. Dr. Jayachandran was required to discontinue his involvement with UCTP after he became his unit's department chair. Dr. Tebbs was elected by his UCTP colleagues to replace Dr. Jayachandran on December 8, 2014.

2 Membership

2.1 Committee Members

The members of UCTP are shown in Table 1 (Fall 2014) and Table 2 (Spring 2015), located at the end of this document. Three members of the Fall 2014 committee needed to be replaced for Spring 2015 (see Table 1):

1. Allan James (had a long-term conflict)
2. Satish Jayachandran (became Chair of Marketing)
3. Milind Kunchur (had a Spring 2015 conflict).

The Spring 2015 replacements were Mark Ferguson, Melayne McInnes, and Don Doyle, respectively (see Table 2). Dr. Ferguson was elected by UCTP members on January 14, 2015. Drs. McInnes and Doyle were appointed by the Provost's Office. Dr. McInnes finished out the term of Satish Jayachandran as an appointed member. On April 23, 2015, she was

subsequently elected by UCTP members to replace Venkat Lakshmi during 2015-2016 as an elected member. Dr. Lakshmi will be on sabbatical during the 2015-2016 academic year.

Lili Ju served as a one-semester replacement for Camelia Knapp during Fall 2014. Dr. Knapp had a conflict during Fall 2014 and returned to UCTP as an elected member for Spring 2015. Dr. Ju was elected by UCTP on September 11, 2014 in a two-person contest with Dr. Lincoln Lu (Department of Mathematics).

Dr. Lorne Hofseth was appointed by the Provost's Office on August 3, 2015 to replace Kim Creek during 2015-2016. Dr. Creek was required to step off UCTP because he became the Interim Chair of the Department of Drug Discovery and Biomedical Sciences.

2.2 Panel Memberships

The 24 members of UCTP were assigned to three panels, each consisting of 8 members. Panel 1 was chaired by Venkat Lakshmi. Panel 2 was chaired by Michelle Martin. Panel 3 was chaired by Kim Creek. Tenure and/or 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 an obvious 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 2014,

- Panel 1 reviewed 12 files
- Panel 2 reviewed 13 files
- Panel 3 reviewed 12 files.

During Spring 2015,

- Panel 1 reviewed 9 files
- Panel 2 reviewed 9 files
- Panel 3 reviewed 8 files.

UCTP reviewed a total of 63 TP files during the 2014-2015 academic year.

2.3 Subcommittees

UCTP consists of four standing subcommittees. The Internal Rules Subcommittee (Panel 3) was chaired by Joshua Tebbs (Fall 2014) and Thomas Hebert (Spring 2015). The Criteria and Procedures Subcommittee was chaired by Marco Valtorta. The Internal Nominations Subcommittee, consisting of all panel chairs and subcommittee chairs, was chaired by Satish Jayachandran (Fall 2014) and Joshua Tebbs (Spring 2015). The Nominations Subcommittee, consisting of all outgoing members and the Faculty Senate Steering Committee, was chaired by Satish Jayachandran (Fall 2014) and Joshua Tebbs (Spring 2015).

2.4 Work Groups

The Chair of the Criteria and Procedures Subcommittee (Marco Valtorta) 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. Department of Biological Sciences (Approved April 10, 2015).

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

1. Department of Chemistry (Received November 11, 2014)
2. Department of Electrical Engineering (Received March 17, 2015)
3. School of Medicine (Received April 3, 2015)
4. School of Music (Received March 11, 2014; revised March 25, 2015)
5. College of Pharmacy (Received November 14, 2012)
6. College of Social Work (Received July 14, 2015; revised July 16, 2015).

3 Tenure and Promotion Candidates

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

- During Fall 2014 (mid-year cycle), UCTP reviewed and voted on 37 files.
- During Spring 2015 (regular cycle), UCTP reviewed and voted on 26 files.

UCTP's recommendation disagreed with the Provost's recommendation in 7 cases (2 during Fall 2014; 5 during Spring 2015). The members of UCTP, the Provost, and the President met to discuss these cases prior to the President making his final decisions.

4 Other Activities

4.1 Orientation

On April 28, 2015, Joshua Tebbs (UCTP Chair, Spring 2015) conducted a workshop for 2015-2016 tenure and/or promotion (TP) candidates and unit chairs. Marco Valtorta also attended the workshop and helped to field questions by the candidates and chairs. Dr. Terrie Smith (Provost's Office) was 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.

4.2 UCTP Election/Newly Elected Members

During the spring semester, the UCTP Nominations Subcommittee came up with a slate of 10 full professor candidates to determine the five elected members for Fall 2015–Spring 2018. Ballots were sent out to all university faculty on March 8, 2015; the election concluded on April 21, 2015. The newly-elected members of UCTP were chosen to be the top five vote-getters from the ballots (out of the 10 candidates):

1. John Fitz Rogers (Music)
2. DeAnne Hilfinger Messias (Nursing/Women’s and Gender Studies)
3. Carol Harrison (History)
4. Maria Girardi (Mathematics)
5. Robin Morris (Psychology).

4.3 Newly Appointed Members

Joshua Tebbs (UCTP Chair, Spring 2015) worked with the Provost’s Office to identify potential candidates to serve as an appointed member for Fall 2015–Spring 2018. The three appointed members are:

1. Holly LaVoie (Cell Biology and Anatomy; School of Medicine)
2. Mark Nagel (Sport and Entertainment Management; College of HRSM)
3. Josh Eagle (Law).

5 Incoming UCTP Chair

During the penultimate meeting of UCTP (April 15, 2015), it was announced that Marco Valtorta (Computer Science and Engineering) would become the UCTP Chair for the 2015-2016 academic year. Dr. Valtorta’s election took place during April 13-15, 2015 (over Blackboard), and he was the only candidate. The vote count was 21 in favor, 0 against, and 2 absent.

Prepared and respectfully submitted by:

Joshua M. Tebbs
Professor
Department of Statistics
UCTP Chair (Spring, 2015)

Table 1: UCTP roster list: August 16, 2014–December 31, 2015. Members shown bolded were replaced for the spring semester; see Section 2.1.

Elected	
1. Joshua Tebbs (2015)	Statistics
2. Paul Mackenzie (2015)	History
3. Michelle Martin (2015)	Library and Information Science
4. David Miller (2015)	English
5. David Reisman (2015)	Biological Sciences
6. Larry Durstine (2016)	Exercise Science (Public Health)
7. Christopher Rorden (2016)	Psychology
8. Marco Valtorta (2016)	Computer Science and Engineering
9. Larry Wyatt (2016)	Music
10. Lili Ju (2016)	Mathematics
11. Bonnie Drewniany (2017)	Journalism and Mass Communications
12. Venkat Lakshmi (2017)	Earth and Ocean Sciences
13. Srihari Nelakuditi (2017)	Computer Science and Engineering
14. Alan Waldman (2017)	Biological Sciences
15. Allan James (2017)	Geography
Appointed	
1. Satish Jayachandran (2015)	Marketing (Business)
2. Walter Pratt (2015)	Law
3. Terry Wolfer (2015)	Social Work
4. Kim Creek (2016)	Pharmacy
5. Thomas Hebert (2016)	Education
6. Sherry Thatcher (2016)	Management (Business)
7. Mohammad Ali (2017)	Electrical Engineering
8. Agnes Mueller (2017)	Languages, Literatures, and Cultures
9. Milind Kunchur (2017)	Physics and Astronomy

Table 2: UCTP roster list: January 1, 2015–August 15, 2015.

Elected	
1. Joshua Tebbs (2015)	Statistics
2. Paul Mackenzie (2015)	History
3. Michelle Martin (2015)	Library and Information Science
4. David Miller (2015)	English
5. David Reisman (2015)	Biological Sciences
6. Larry Durstine (2016)	Exercise Science (Public Health)
7. Christopher Rorden (2016)	Psychology
8. Marco Valtorta (2016)	Computer Science and Engineering
9. Larry Wyatt (2016)	Music
10. Camelia Knapp (2016)	Earth and Ocean Sciences
11. Bonnie Drewniany (2017)	Journalism and Mass Communications
12. Venkat Lakshmi (2017)	Earth and Ocean Sciences
13. Srihari Nelakuditi (2017)	Computer Science and Engineering
14. Alan Waldman (2017)	Biological Sciences
15. Mark Ferguson (2017)	Management Science (Business)
Appointed	
1. Melayne McInnes (2015)	Economics (Business)
2. Walter Pratt (2015)	Law
3. Terry Wolfer (2015)	Social Work
4. Kim Creek (2016)	Pharmacy
5. Thomas Hebert (2016)	Education
6. Sherry Thatcher (2016)	Management (Business)
7. Mohammad Ali (2017)	Electrical Engineering
8. Agnes Mueller (2017)	Languages, Literatures, and Cultures
9. Don Doyle (2017)	History