

## **Report of the Promotion and Tenure Committee for Academic Year 2015-2016**

The committee consisted of the following members: Cathy Canino (LLC), Jimm Cox (FACS), Lynette Gibson (Nursing), Stephanie Keen (Psychology), Nancy Lambert (Library), Andrew Myers (HPPA) (Chairman), Chuck Reback (Business), Benjamin Snyder (Education), and Jonathan Storm (NSE).

During the fall of 2015, the committee evaluated files for eleven candidates and had multiple meetings to present, discuss, vote, and sign paperwork.

The committee recommended that the following people receive tenure and be promoted to associate professor: Warren Bareiss, Briget Doyle, Benjamin Montgomery, Lee Neibert, Joshua Ruppel, and Mary Sarver. The committee recommended that the following people be promoted to the rank of full professor: Greta Freeman, Bernard Omolo, Kim Purdy, Susan Ruppel, and Wei Zhong. All of the candidates for tenure and promotion to associate professor were approved by the USC Board of Trustees as were all of the candidates for promotion to full professor.

On the 11<sup>th</sup> and 14<sup>th</sup> of April 2016, the committee held two workshops to assist upcoming candidates for promotion and tenure. Thirty members of the faculty signed up, and most of them attended.

Ben Snyder of the School of Education was elected chairman for Academic Year 2016-2017.

The committee had planned during the spring of 2016 to discuss changes to the faculty handbook. This discussion was postponed because the USC Board of Trustees had yet to approve changes made during 2013.

The delay by the USC Board of Trustees created a potential problem that would start with Academic Year 2016-2017. Under the old faculty manual, candidates for promotion to full professor could be approved if rated "Effective" in scholarship so long as he or she was rated "Highly Effective" in service. Under the 2011 faculty manual, candidates for promotion to full professor must receive a rating of "Highly Effective" in order to be approved.

Although the 2011 faculty manual did not stipulate who would be "grandfathered" under the old standards, the committee agreed, based on the 2006 faculty manual, that candidates submitting files for promotion to full professor during Academic Year 2015-2016 would be "grandfathered" because five years had not yet passed. This decision gained additional support during August 2015 when the General Faculty voted to eliminate requirement that candidates for full professor meet the standard of being "highly effective" regardless of their performance in the area of service.

Because the USC Board of Trustees did not act by the end of the 2015-2016 Academic Year, the P&T Committee made a recommendation during April 2016 that the General Faculty vote on a resolution calling for the P&T Committee to follow the resolution passed during August 2015 until the Board of Trustees acted on the pending changes to the faculty manual. The resolution was approved.

It was pointed out at the meeting that the language of the August 2015 resolution did not include librarians. Because no librarians will be eligible for promotion to full librarian during Academic Year 2016-2017, the General Faculty did not make any further changes.

The USC Board of Trustees is scheduled to vote during the fall of 2016 on the pending changes to the USC Upstate Faculty Manual.

While the summary binders for the eleven candidates were at the Columbia campus, the binders were soaked by water from a leaking pipe. The damage was not noticed until the binders were returned to Spartanburg during July. By this time, the pages of many of the binders were damp and moldy. The Office of Academic Affairs hired a mold specialist to evaluate the damage. This person determined that the confidential materials could be safely stored with documents from previous years and that the candidates could determine for themselves whether or not they wanted the binders back.

The Office of Academic Affairs has ordered a waterproof box for sending binders to Columbia in the future.

Another change that took place in the Office of Academic Affairs was the retirement of Elaine Guest, who had handled promotion and tenure issues for many years and was a fount of institutional knowledge. She left copious notes for her replacement, Nancy Callicot, whose conscientiousness is noteworthy.

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