UM School of Education
Non-Tenure Faculty Promotion Taskforce Meeting Minutes

**Date:** October 16, 2014  
**Time:** 8:30 am  
**Location:** Room 211 Guyton Hall  
**Chairperson:** John Holleman

**Committee Members Present:**  
John Holleman  
Nancy Douglass  
Diane Lowry  
Susan McClelland  
KB Melear  
Marc Showalter  
Amanda Winburn

Meeting began: 8:41 am

**Welcome:** John Holleman opened the topics of discussion for meeting:

- School of Education  
- Taskforce committee members

**Recommendations:**

- A time frame to assess non-tenure faculty for promotional opportunities should be determined and established along similar guidelines as tenure process requirements to promote parallel tenure and non-tenure tracks; e.g. a faculty member must demonstrate a lasting commitment to the University of Mississippi SOE and to the position of hire before eligibility for promotion consideration. A faculty member may not be eligible to pursue promotion after a year of service.

- Committee members reviewed title and expectations of position by rank, and differences therein for promotional progress. Discussed use of classroom observation by administrators and colleagues in addition to portfolios consisting of syllabi, exams, and other evidence. Reflected on promotion guidelines for research hires to determine standards of promotion may be considered equitable where teaching and service are not express conditions of the position. Consideration of parameters of hire emphatically defended as the primary focus of evaluation for promotional fitness. Hires should be held accountable for the duties outlined by the description of hire, and not responsible for evaluation guidelines that do not fall under condition of initial hire.

- Committee conferred on the path to approval of any taskforce recommendations to Dean by the Thanksgiving Break.

- Next meeting tentatively scheduled for Thursday, November 6 at 8:30 am.

Meeting Adjourned: 9:29 am