

A motion to amend the Faculty Handbook to require the development of written criteria to be used in the evaluation of faculty in the areas of teaching, professional activity, and service

Submitted by the Faculty Issues Committee

Rationale:

It is the right of faculty to expect and the obligation of chairs of departments, directors of schools, personnel committees, and deans to clearly specify and communicate standards and expectations of performance used in the evaluation of faculty for merit, promotion, and tenure. These standards and expectations should be communicated in a written document in order to minimize the potential for misunderstanding and disagreement.

Current Handbook

1.4.1.2 Faculty Evaluation Categories

(to be deleted)

Each department shall provide written descriptions of any department-specific evaluation criteria to be considered in the evaluation of faculty members in that department. Departments are responsible for communicating in writing to faculty the types of department-specific activities that are considered, how different activities might be weighted in light of department or university goals, and examples of evidence that can be submitted. Whenever changes are made to these, departments are responsible for communicating such changes to faculty. Department-specific criteria for annual faculty evaluations must be consistent with any applicable accreditation requirements.

(to be added)

Evaluations and reappointment decisions should reflect disciplinary standards and norms, as well as University standards. To that end, Department Chairs and School Directors in cooperation with department or school personnel committees shall develop written criteria and/or rubrics to be used in the evaluation of faculty in the areas of teaching, professional activity, and university service. Criteria and/or rubrics must be submitted annually in January to the appropriate Dean and the Provost for approval. Faculty must be given copies of approved criteria and/or rubrics in writing at the beginning of each evaluation period.