

Faculty Senate

M2020.21.21 Motion to Amend Faculty Handbook Section 4.20.3

Originator: Faculty Policies Committee

Whereas,

The current Faculty Handbook language under Unsatisfactory Performance of Tenured Faculty (4.20.3) does not adequately specify the make-up of departmental committees in the case of reviewing unsatisfactory performance of tenured faculty or the timeline for showing improvement,

Be it resolved that,

The tracked language below will amend the third and fourth paragraphs in section 4.20.3, p. 61:

Paragraph 3: If the faculty member is rated **overall** in the "improvement needed" category **due to concerns over the same evaluation criterion (i.e., research, teaching, or service)** for two successive years, ~~an ad hoc committee within the Department will review the Chair's evaluation and, if in agreement, will prepare a "faculty development program" which will outline the identified problems, suggest methods for improvement, and create a system for evaluating progress toward correcting the identified problems.~~ **the faculty member will prepare a Faculty Development Program which will outline the identified problems, suggest methods for improvement, and define a timeline for evaluating progress, not to exceed three years, toward correcting the identified problems. The department chair and an ad hoc Faculty Development Committee will then give feedback on this Faculty Development Program. In principle, this ad hoc committee should constitute either the members of the department's tenure and promotion committee, or, in the case of departments with very large tenure and promotion committees, a subcommittee of members designated by the tenure and promotion committee. The option exists for the tenure and promotion committee to bring in members from other departments for this ad hoc Faculty Development Committee.** An evaluation of "improvement needed" should never be considered sufficient cause for triggering procedures for termination.

Paragraph 4: In sentence two under 4.20.3, the phrase "an ad hoc committee" will be replaced with "the Faculty Development Committee," and "faculty development report" will be replaced with "Faculty Development Program."

Recipients:

Faculty Senate

Tom Nenon, Provost

Helen Johnson, Office of the Provost

Motion Passed 2/23/2021

Vote: 29 For, 0 Against, 6 Abstain